The College Placement Council 62 Highland Avenue / Bethlehem, PA 18017

The national association for career planning, placement, and recruitment

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CPC Salary Survey

A study of 1982-83 beginning offers/Summer Supplement October 1983

There are no surprises in this *Salary Survey* Summer Supplement.

Traditionally, average salary offers in the summer report are lower than those in the July report, and that trend continued this year. It is impossible to determine whether the lower salary offers reflected the trend reported during the regular 1982-83 recruiting season or were simply the "typical" pattern of previous summer reports in which offers have been below the July-report averages.

And, although the total number of offers was below last year's level, some categories held their own and a few even showed improvement.

The decline in offers was felt primarily by the engineering disciplines. Accounting was the only category outside engineering that experienced a significant decline in offers compared with a year ago.

Engineering graduates received 44 percent of all the bachelor's offers in this report, compared with 50 percent in July 1983. Although petroleum engineering continued to draw the highest average salary offer — $2,276 per month — the figure was well below the July average of $2,568.

Business graduates held about even with the July report in terms of proportion of offers. They comprised 31 percent of the bachelor's offers then and 30 percent in this report.

The scientific disciplines, and the humanities and social sciences group represented a larger proportion of the offers than in July — 16 percent and 10 percent respectively, up from 13 percent and 6 percent in the year-end report.

Things appeared brighter at the master's level. Overall, more offers were reported than last year, and the increases were experienced by most of the graduate programs.

Salaries at this level, too, showed no significant variation from previous summer reports. Averages, in most cases, were below those in the July report.

The CPC *Salary Survey* Summer Supplement covers offers extended to students who graduated between September 1, 1982, and August 31, 1983. It does not include early offers to students who will graduate in the 1983-84 academic year.

The report covers the period from June 11, 1983, through September 30, 1983. The 185 placement offices at the 160 participating colleges and universities reported 7,739 bachelor's offers, 904 offers to inexperienced master's-degree candidates, 377 offers to MBA candidates with previous work experience, and 158 doctoral offers.

This is the final report to be issued as part of the 1982-83 CPC membership or *Salary Survey* package. The first issue of the 1983-84 *Salary Survey* will be published in December. *Salary Survey* reports are available only to members of the College Placement Council and to *Salary Survey* subscribers.

Additional copies of this report may be obtained for $1.00 each.

SCOPE AND NATURE OF THE SURVEY

The scope, nature, and coverage of the CPC *Salary Survey* are particularly important to the interpretation and proper use of the statistics.

The study surveys a fairly consistent population which includes 185 placement offices at 160 colleges and universities throughout the United States. Offers are reported from employing organizations in business, industry, government, and non-profit and educational organizations. The offers are base starting salary offers and do not include fringe benefits or overtime. The data cover a broad range of functional positions, except teaching. Confidentiality is maintained for the individual, the college, and the employer.

The *Survey* reports offers, not acceptances, with no limit on the number of offers per student. Therefore, offers in the study cannot be equated with actual hires, and when the economic climate changes substantially, the ratio of offers to hires usually changes also, making comparison with other years no longer valid. In those categories where offers are relatively few, the data should be regarded only as an indication.

The *Survey* is available only to members and *Salary Survey* subscribers of the College Placement Council and is intended for the professional use of its constituents. Formal reports are issued in January, March, and July. A Preliminary Report is issued in December and a Summer Supplement in October.

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AVERAGE MONTHLY SALARY OFFERS

OCTOBER 1983
SUMMER SUPPLEMENT

Bachelor's Degree Candidates
(Data Combined for Men and Women)

By Curriculum for All Types of Employers	Number of Offers Summer 1983	Number of Offers Summer 1982	Average Dollar Offers Summer 1983	Average Dollar Offers Summer 1982	Average Dollar Offers July 1983	% Change From July	Percentiles 90th	Percentiles 50th	Percentiles 10th
BUSINESS									
Accounting	846	1,106	$1,507	$1,490	$1,565	-3.7%	$1,774	$1,537	$1,200
Business-General (incl. Management)	1,013	1,031	1,401	1,381	1,486	-5.7	1,800	1,380	1,000
Marketing & Distribution	496	349	1,375	1,326	1,411	-2.6	1,700	1,333	1,020
HUMANITIES & SOCIAL SCIENCES									
Humanities	232	207	1,223	1,146	1,380	-11.4	1,666	1,175	833
Economics[1]	205	232	1,425	1,423	1,590	-10.4	1,833	1,417	1,000
Other Social Sciences	339	319	1,241	1,195	1,320	-6.0	1,708	1,203	850
ENGINEERING									
Aeronautical	105	127	2,022	1,984	2,004	0.9	2,200	2,060	1,793
Chemical	234	319	2,133	2,197	2,228	-4.3	2,375	2,209	1,750
Civil (incl. Construction, Sanitary, & Transportation Engrg.)	252	249	1,814	1,883	1,869	-2.9	2,166	1,793	1,540
Electrical (incl. Computer Engrg.)	1,456	1,583	2,093	2,075	2,128	-1.6	2,322	2,139	1,794
Geological	6	21	1,812	1,921	2,089	-13.3	*	*	*
Industrial	173	374	1,999	1,958	2,048	-2.4	2,225	2,060	1,708
Mechanical	847	1,098	2,055	2,116	2,096	-2.0	2,300	2,100	1,793
Metallurgical (incl. Metallurgy & Ceramic Engrg.)	58	57	2,021	2,082	2,146	-5.8	2,250	2,075	1,750
Mining	3	10	2,167	2,145	2,041	6.2	*	*	*
Nuclear (incl. Engrg. Physics)	16	58	2,085	2,125	2,078	0.3	*	*	*
Petroleum	23	286	2,276	2,593	2,568	-11.4	2,670	2,417	1,750
Engineering Technology	234	299	1,989	1,935	2,006	-0.9	2,250	2,050	1,641
SCIENCES									
Agricultural Sciences	86	77	1,306	1,320	1,375	-5.0	1,700	1,317	1,000
Biological Sciences	65	94	1,258	1,183	1,419	-11.4	1,852	1,125	933
Chemistry	44	79	1,660	1,631	1,712	-3.0	2,167	1,749	1,083
Computer Science	641	605	1,928	1,880	1,941	-0.7	2,208	2,000	1,458
Health (Medical) Professions	198	177	1,556	1,464	1,584	-1.8	1,829	1,572	1,333
Mathematics	110	155	1,737	1,739	1,799	-3.5	2,083	1,793	1,375
Other Physical & Earth Sciences	57	68	1,724	1,732	1,746	-1.3	2,253	1,700	1,250
Totals	7,739	8,980							

[1]Includes economics programs with both business and social science orientation.
*Not computed for fewer than 20 offers.

AVERAGE MONTHLY SALARY OFFERS

OCTOBER 1983
SUMMER SUPPLEMENT

Bachelor's Degree Candidates
(Data Combined for Men and Women)

Functional Area for All Types of Employers	Number of Offers Summer 1983	Number of Offers Summer 1982	Average Dollar Offers Summer 1983	Average Dollar Offers Summer 1982	Average Dollar Offers July 1983	% Change From July	Percentiles 90th	Percentiles 50th	Percentiles 10th
Accounting/Auditing	866	1,161	$1,500	$1,489	$1,565	-4.2%	$1,758	$1,520	$1,200
Business Administration	714	634	1,398	1,348	1,464	-4.5	1,833	1,380	1,000
Communications	84	87	1,311	1,249	1,498	-12.5	1,993	1,250	870
Community & Service Orgs. Work	81	69	1,176	1,078	1,175	0.1	1,666	1,100	775
EDP-Programming/Systems	715	688	1,901	1,864	1,943	-2.2	2,200	2,000	1,386
Engineering	3,174	4,202	2,056	2,104	2,115	-2.8	2,300	2,100	1,750
Farm & Natural Resources Management	41	27	1,226	1,138	1,326	-7.5	1,587	1,200	958
Finance & Economics	314	337	1,498	1,439	1,563	-4.2	2,000	1,500	1,086
Health (Medical) Services	227	207	1,495	1,414	1,530	-2.3	1,800	1,539	1,100
Manufacturing &/or Industrial Operations	85	125	1,795	1,799	1,924	-6.7	2,250	1,875	1,264
Mathematics/Statistics	88	104	1,699	1,707	1,734	-2.0	2,175	1,759	1,208
Merchandising/Sales Promotion	461	295	1,270	1,244	1,318	-3.6	1,625	1,241	950
Personnel/Employee Relations	46	86	1,255	1,257	1,375	-8.7	1,704	1,204	850
Research--Non-Scientific	69	45	1,463	1,444	1,649	-11.3	2,232	1,333	1,000
Research--Scientific	169	214	1,740	1,664	1,805	-3.6	2,333	1,793	1,083
Rotational Training--Non-Technical	181	240	1,323	1,258	1,397	-5.3	1,667	1,250	1,080
Rotational Training--Technical	49	65	1,785	1,791	1,900	-6.1	2,195	1,900	1,125
Sales--Non-Technical Degree	347	309	1,429	1,370	1,464	-2.4	1,750	1,435	1,042
Sales--Technical/Scientific Degree	28	85	1,793	1,842	1,880	-4.6	2,175	1,837	1,417
Totals	7,739	8,980							

AVERAGE MONTHLY SALARY OFFERS

OCTOBER 1983
SUMMER SUPPLEMENT
(Data Combined for Men and Women)

Master's Degree Candidates
Inexperienced (One year or less
of full-time, non-military employment)

Graduate Program	Number of Offers		Average Dollar Offers						
	Summer		Summer		July	% Change	Percentiles		
	1983	1982	1983	1982	1983	From July	90th	50th	10th
BUSINESS									
Accounting	55	62	$1,834	$1,846	$1,891	-3.0%	$2,166	$1,791	$1,563
MBA--Non-Technical Undergraduate	273	262	2,053	2,017	2,215	-7.3	2,666	2,000	1,500
MBA--Technical Undergraduate	43	40	2,604	2,404	2,524	3.2	3,333	2,583	1,917
MS-Business (incl. Management, Marketing, Finance, etc.)	23	23	1,904	1,923	2,122	-10.3	2,333	1,950	1,458
Industrial Management (incl. Industrial Administration)	10	5	1,808	1,989	2,196	-17.7.	*	*	*
Administration (incl. Public, Hospital, etc.)	11	7	1,376	1,721	1,868	-26.3.	*	*	*
HUMANITIES & SOCIAL SCIENCES									
Humanities	15	9	1,410	1,568	1,617	-12.8	*	*	*
Social Sciences	22	16	1,528	1,391	1,606	-4.9	2,000	1,500	1,167
ENGINEERING									
Chemical	24	21	2,404	2,383	2,404	0	2,600	2,405	2,081
Civil (incl. Construction, Sanitary, & Transportation Engrg.)	40	17	2,208	2,216	2,260	-2.3	2,500	2,209	1,798
Electrical (incl. Computer Engrg.)	149	139	2,456	2,382	2,461	-0.2	2,716	2,475	2,150
Industrial	22	14	2,357	2,135	2,291	2.9	2,600	2,342	2,083
Mechanical	85	73	2,432	2,318	2,400	1.3	2,665	2,450	2,167
Nuclear (incl. Engrg. Physics)	9	20	2,421	2,302	2,386	1.5	*	*	*
SCIENCES									
Chemistry	8	6	2,139	1,932	2,203	-2.9	*	*	*
Computer Science	62	75	2,282	2,239	2,359	-3.3	2,550	2,317	1,858
Geology & Related Geological Sciences	18	38	2,329	2,439	2,472	-5.8	*	*	*
Mathematics	24	9	2,012	1,955	2,124	-5.3	2,450	1,916	1,688
Metallurgy (incl. Met. Engrg., Materials Engrg./Science & Ceramics)	11	15	2,278	2,289	2,417	-5.8	*	*	*
Totals	904	851							

*Not computed for fewer than 20 offers.

AVERAGE MONTHLY SALARY OFFERS

OCTOBER 1983
SUMMER SUPPLEMENT
(Data Combined for Men and Women)

Master's Degree Candidates Experienced[1]

Graduate Program	Number of Offers: Summer 1983	Number of Offers: Summer 1982	Average Dollar Offers: Summer 1983	Average Dollar Offers: Summer 1982	Average Dollar Offers: July 1983	% Change From July	Percentiles: 90th	Percentiles: 50th	Percentiles: 10th
Over 1 to 2 years									
MBA--Non-Technical Undergraduate	49	131	$2,136	$2,355	$2,484	-14.0%	$2,700	$2,041	$1,650
MBA--Technical Undergraduate	10	21	2,549	2,569	2,722	-6.4	*	*	*
Over 2 to 4 years									
MBA--Non-Technical Undergraduate	153	119	2,652	2,526	2,632	0.8	3,500	2,666	2,000
MBA--Technical Undergraduate	61	42	3,042	2,722	2,780	9.4	3,750	3,000	2,333
Over 4 years									
MBA--Non-Technical Undergraduate	87	54	2,630	2,591	2,672	-1.6	3,333	2,667	1,900
MBA--Technical Undergraduate	17	37	2,957	2,893	2,800	5.6	*	*	*
Totals	377	404							

DOCTORAL DEGREE CANDIDATES

ENGINEERING									
Chemical	22	25	$3,122	$3,132	$3,130	-0.3%	$3,466	$3,250	$2,800
Civil (incl. Construction, Sanitary, & Transportation Engrg.)	6	2	2,782	2,917	2,936	-5.3	*	*	*
Electrical (incl. Computer Engrg.)	36	31	3,216	3,015	3,200	0.5	3,725	3,229	2,750
Mechanical	12	11	3,110	2,917	3,150	-1.3	*	*	*
SCIENCES									
Chemistry	37	76	2,657	2,698	2,694	-1.4	3,042	2,800	2,083
Mathematics (incl. Oprs. Research, Statistics, & Actuarial Science)	5	4	2,421	2,657	2,585	-6.3	*	*	*
Metallurgy (incl. Met. Engrg., Materials Engrg./Science & Ceramics)	14	25	2,853	2,904	3,072	-7.1	*	*	*
Physics	26	16	2,727	2,907	2,903	-6.1	3,166	2,806	2,448
Totals	158	190							

[1]Years of previous full-time, non-military employment.
*Not computed for fewer than 20 offers.

Monthly beginning salary offers to all candidates by curriculum and employer

Summer Supplement ■ October 1983 ■ Data combined for men and women*

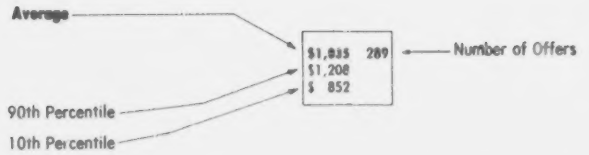

Diagram indicates arrangement of data in blocks.

The 90th percentile is that salary offer above which 10 percent of the offers are located. The 10th percentile is that salary offer below which 10 percent of the offers are located. Not computed for fewer than 20 offers.

NON-TECHNICAL

CURRICULUM	BUSINESS			MANUFACTURING ■ INDUSTRIAL													GOV'T ■ NON-PROFIT		
	Accounting—Public	Banking, Finance, & Insurance	Merchandising (Retail & Wholesale) & Services	Aerospace, Electronics, & Instruments	Automotive & Mechanical Equipment	Building Materials Mfrs. & Construction	Chemicals, Drugs, & Allied Products	Electrical Machinery & Equipment	Food & Beverage Processing	Glass, Paper, Packaging, & Allied Products	Metals & Metal Products	Petroleum & Allied Products (incl. Nat. Gas)	Research &/or Consulting Organizations	Tire & Rubber	Utilities—Pubic (incl. Transportation)	Government—Federal	Government—Local / State	Non-Profit Orgs. & Educational Institutions
BACHELOR'S DEGREE																		
Accounting	$1,542 488 $1,750 $1,300	$1,333 69 $1,671 $1,000	$1,327 40 $1,600 $1,125	$1,623 49 $1,850 $1,457	$1,447 11	$1,371 11	$1,660 18	$1,589 6	$1,513 15	$1,483 16	$1,449 6	$1,615 24 $1,875 $1,300	$1,574 7	$2,000 2	$1,593 18	$1,336 26 $1,458 $1,114	$1,380 27 $1,500 $1,260	$1,240 15
Business—General (incl. Mgmt.)	$1,485 20 $1,625 $ 983	$1,347 238 $1,750 $1,000	$1,240 283 $1,500 $1,000	$1,583 193 $1,916 $1,200	$1,573 7	$1,444 18	$1,597 40 $1,875 $1,250	$1,551 12	$1 424 40 $1,750 $1,158	$1,334 20 $1,800 $1,000	$1,498 5	$1,890 26 $2,000 $1,275	$1,334 16	$1,438 4	$1,800 24 $2,177 $1,400	$1,358 28 $1,688 $1,074	$1,338 16	$1,210 23 $1,500 $ 895
Marketing & Distribution	$1,729 2	$1,312 40 $1,525 $1,000	$1,261 224 $1,542 $1,000	$1,519 47 $1,916 $1,169	$1,559 8	$1,467 4	$1,601 45 $1,806 $1,308	$1,391 15	$1,387 41 $1,725 $1,000	$1,569 18	$1,363 4	$1,537 5	$1,319 10	$1,479 4	$1,617 12	$1,385 12	$1,222 2	$1,627 3
Humanities	$2,000 2	$1,484 30 $2,000 $ 958	$1,121 115 $1,473 $ 800	$1,488 19		$1,229 2	$1,436 3	$1,480 3	$1,411 6	$1,403 5	$2,100 1	$ 833 1	$1,485 4		$1,077 5	$1,310 9	$1,001 7	$1,045 20 $1,417 $ 750
Economics	$1,533 8	$1,465 91 $1,916 $1,041	$1,206 42 $1,525 $ 850	$1,603 10	$1,750 1	$1,500 3	$1,509 9	$1,713 4	$1,611 4	$1,514 3	$1,900 2	$1,750 2	$1,470 8		$1,710 4	$1,334 5	$1,398 4	$1,182 5
Other Social Sciences		$1,347 48 $1,917 $ 900	$1,137 116 $1,390 $ 850	$1,425 19	$1,747 3	$1,664 3	$1,555 12	$1,495 6	$1,199 7	$1,450 3	$1,500 1	$2,083 1	$1,658 9			$1,253 24 $1,466 $ 995	$1,242 30 $1,700 $ 990	$1,065 57 $1,500 $ 700
MASTER'S DEGREE — INEXPERIENCED																		
MBA—Non-Technical Undergraduate Degree	$1,943 28 $2,333 $1,666	$2,008 92 $2,500 $1,500	$1,842 29 $2,500 $1,333	$2,226 42 $3,000 $1,750	$2,298 7	$2,521 4	$2,123 11	$2,155 6	$2,221 7	$2,092 5	$2,233 4	$2,031 6	$2,097 9	$2,500 1	$2,287 10	$1,404 3	$1,591 4	$1,925 5
MBA—Technical Undergraduate Degree	$1,333 1	$2,926 9	$2,662 2	$2,695 14	$2,373 4		$2,611 6	$2,166 1				$2,200 1	$2,847 2		$2,130 2			$1,791 1
BACHELOR'S SUMMARY																		
Non-Technical Curricula	$1,542 520 $1,791 $1,300	$1,367 516 $1,833 $1,000	$1,217 820 $1,500 $ 917	$1,566 337 $1,900 $1,200	$1,546 30 $1,900 $1,300	$1,490 41 $1,833 $1,042	$1,594 127 $1,834 $1,308	$1,586 46 $1,900 $1,153	$1,412 111 $1,758 $1,095	$1,455 65 $1,670 $1,040	$1,433 19	$1,641 59 $1,958 $1,275	$1,442 54 $2,000 $1,041	$1,567 10	$1,643 63 $2,142 $1,165	$1,326 104 $1,543 $1,074	$1,290 86 $1,530 $1,000	$1,129 123 $1,500 $ 775
Technical Curricula	$1,755 22 $2,000 $1,458	$1,577 83 $1,958 $1,208	$1,565 107 $2,000 $1,000	$2,090 1987 $2,275 $1,885	$2,040 117 $2,317 $1,810	$1,934 157 $2,200 $1,500	$2,040 217 $2,300 $1,500	$2,081 339 $2,230 $1,834	$1,644 40 $2,150 $1,167	$2,127 71 $2,341 $1,875	$2,015 68 $2,350 $1,650	$2,206 185 $2,475 $1,885	$1,892 171 $2,250 $1,387	$1,897 6	$2,077 252 $2,400 $1,595	$1,687 484 $1,980 $1,380	$1,719 98 $2,520 $1,183	$1,483 204 $1,800 $1,080

*Data in block tables are for period 6/11/83 through 9/30/83.

Bachelor's Degree

TECHNICAL

CURRICULUM	BUSINESS			MANUFACTURING ■ INDUSTRIAL												GOV'T ■ NON PROFIT		
	Accounting—Public	Banking, Finance, & Insurance	Merchandising (Retail & Wholesale) & Services	Aerospace, Electronics, & Instruments	Automotive & Mechanical Equipment	Building Materials Mfrs & Construction	Chemicals, Drugs, & Allied Products	Electrical Machinery & Equipment	Food & Beverage Processing	Glass, Paper, Packaging, & Allied Products	Metals & Metal Products	Petroleum & Allied Products (incl. Nat. Gas)	Research &/or Consulting Organizations	Tire & Rubber	Utilities—Public (incl. Transportation)	Government—Federal	Government—Local / State	Non-Profit Orgs & Educational Institutions
Aeronautical Engineering	$2,236 1			$2,095 79 $2,200 $1,941		$1,933 4	$1,500 1		$1,400 1							$1,785 19		
Chemical Engineering		$2,058 1	$1,937 3	$2,881 40 $2,300 $1,667	$2,350 1	$2,009 2	$2,203 73 $2,375 $2,000	$2,018 11	$2,264 3	$2,250 12	$2,221 6	$2,269 37 $2,475 $2,000	$2,192 19		$1,783 7	$1,792 16	$1,852 1	$1,437 2
Civil Engineering (incl. Construction, Sanitary, & Transportation Engrg.)				$1,933 24 $2,190 $1,566		$1,875 85 $2,200 $1,500	$1,797 3	$1,915 3			$1,875 1	$2,142 4	$1,722 31 $1,960 $1,500		$1,800 32 $2,231 $1,595	$1,758 28 $1,941 $1,461	$1,698 41 $1,951 $1,570	
Electrical Engineering (incl. Computer Engrg.)	$1,771 4	$1,833 1	$1,716 5	$2,145 871 $2,316 $1,992	$2,695 19	$2,123 14	$2,129 22 $2,250 $2,083	$2,117 144 $2,250 $2,000	$2,175 2	$2,184 20 $2,330 $2,000	$2,034 4	$2,302 27 $2,423 $2,083	$2,096 33 $2,250 $1,900		$2,207 87 $2,405 $2,050	$1,717 179 $2,081 $1,448	$2,350 18	$1,970 6
Geological Engineering				$1,841 1								$2,327 2	$1,500 1			$1,448 2		
Industrial Engineering	$1,865 4	$1,671 5	$1,792 4	$2,024 70 $2,236 $1,775	$1,987 8	$2,083 4	$2,110 18	$2,088 20 $2,190 $2,000	$1,906 4	$2,108 8	$2,000 2	$2,238 2	$2,084 2	$2,050 1	$2,243 3	$1,708 14	$1,938 2	$1,792 2
Mechanical Engineering		$2,097 1	$1,956 3	$2,094 338 $2,255 $1,920	$2,002 58 $2,291 $1,833	$2,039 21 $2,102 $1,950	$2,252 27 $2,400 $2,100	$2,139 88 $2,240 $2,000	$2,102 7	$2,132 20 $2,341 $1,950	$2,031 30 $2,250 $1,750	$2,257 37 $2,425 $2,000	$1,987 25 $2,233 $1,800	$2,042 3	$2,175 71 $2,337 $2,042	$1,738 113 $1,877 $1,449	$1,628 4	$1,850 1
Metallurgical Engineering (incl. Metallurgy & Ceramic Engrg.)				$2,041 15	$2,355 4	$2,061 4	$2,169 4	$2,051 3		$2,002 5	$1,949 16		$2,010 1		$2,141 2	$1,794 3		$1,250 1
Mining Engineering							$2,000 1					$2,250 2						
Nuclear Engineering (incl. Engrg. Physics)				$2,249 3				$2,143 2					$1,958 2		$2,138 6	$1,865 3		
Petroleum Engineering		$1,500 1		$2,080 1								$2,333 20 $2,670 $1,900			$2,190 1			
Engineering Technology			$1,515 4	$2,055 138 $2,250 $1,833	$2,002 13	$1,843 19	$2,033 3	$2,053 15		$1,792 5	$1,950 2	$2,227 4	$1,760 9		$2,035 12	$1,348 5	$1,836 5	
Agricultural Sciences	$1,583 1	$1,312 13	$1,225 18				$1,517 6		$1,301 16		$1,360 1	$1,875 1	$1,141 2		$1,333 1	$1,234 13	$1,325 10	$1,394 4
Biological Sciences		$1,246 3	$1,290 9	$1,809 3		$2,333 1	$1,348 12	$1,800 1	$1,288 2			$1,564 3	$1,201 5		$1,250 1	$1,441 3	$ 981 4	$1,049 18
Chemistry	$1,416 1			$1,838 7	$2,167 1		$1,671 18	$1,694 3	$1,250 1			$2,375 3	$1,339 3		$1,748 1	$1,466 1		$1,166 5
Computer Science	$1,708 9	$1,597 29 $2,083 $1,208	$1,646 25 $2,000 $1,200	$2,013 337 $2,232 $1,750	$2,076 12	$2,094 3	$2,015 21 $2,150 $1,900	$1,947 47 $2,175 $1,500	$1,604 4	$1,875 1	$1,915 4	$2,041 38 $2,167 $1,875	$1,933 30 $2,167 $1,500	$1,208 1	$1,919 20 $2,400 $1,520	$1,680 47 $1,975 $1,379	$1,379 6	$1,579 7
Health (Medical) Professions			$1,687 27 $2,250 $1,118				$2,018 3				$2,500 1					$1,512 7	$1,578 4	$1,520 156 $1,705 $1,322
Mathematics	$1,734 2	$1,652 27 $2,000 $1,083	$1,720 5	$1,956 35 $2,314 $1,517	$1,958 1		$1,845 3	$1,959 2					$1,484 5	$2,000 1	$1,722 7	$1,511 21 $1,852 $1,379		$ 316 1
Other Physical & Earth Sciences		$1,688 2	$1,250 4	$2,006 25 $2,500 $1,500			$1,670 2				$2,115 1	$1,841 5	$1,528 3		$1,800 1	$1,346 10	$1,243 3	$1,500 1

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The College Placement Council 62 Highland Avenue / Bethlehem, PA 18017

The national association for career planning, placement, and recruitment

CPC Salary Survey

A study of 1983-84 beginning offers/Summer Supplement October 1984

- *"The economy is in good shape, with enough momentum to keep it going for another year."*
- *"The current business recovery has produced the most improvement in employment, economic growth, factory production and business investment in 20 years."*
- *"The economy is slowing—all to the good."*
- *"The recovery will continue to slow through the middle of next year, settling into a pace that can be sustained."*

These excerpts from the media are by now familiar to us all. And while these may not be the best of times, there are sound reasons for optimism.

And optimism continued to be the key word for the class of '84. Although the 1983-84 recruiting season got off to a slow start, activity accelerated as the year progressed. The job market expanded throughout the summer and continued to hold more promise for these graduates than we've seen in recent years.

Not since October 1980 has the volume of offers in the Summer Supplement come close to the level in this current report. While the number of offers to bachelor's degree candidates is slightly below the 1980 figure (12,518 then; 11,643 now), it is 50 percent above the number of offers in last year's report (7,739). Almost all disciplines reported increases compared with a year ago.

Electrical and mechanical engineering experienced significant gains in the number of offers reported as did accounting, business-general, and computer science.

Traditionally, average salary offers in the summer report are lower than those in the July report. That trend continued this year.

Things appeared brighter at the master's level. Overall, more offers were reported than last year, and most graduate programs shared in the increased activity.

The CPC *Salary Survey* Summer Supplement covers offers extended to students who graduated between September 1, 1983, and August 31, 1984. It does not include early offers to students who will graduate in the 1984-85 academic year.

The report covers the period from June 9, 1984, through September 28, 1984. The 187 placement offices at the 162 participating colleges and universities reported 11,643 bachelor's offers, 1,252 offers to inexperienced master's degree candidates, 468 offers to MBA candidates with previous work experience, and 261 doctoral offers.

Salary Survey reports are available only to members of the College Placement Council and to *Salary Survey* subscribers. Additional copies of this report may be obtained for $1.00 each.

SCOPE AND NATURE OF THE SURVEY

The scope, nature, and coverage of the CPC *Salary Survey* are particularly important to the interpretation and proper use of the statistics.

The study surveys a fairly consistent population which includes 187 placement offices at 162 colleges and universities throughout the United States. Offers are reported from employing organizations in business, industry, government, and non-profit and educational organizations. The offers are base starting salary offers and do not include fringe benefits or overtime. The data cover a broad range of functional positions, except teaching. Confidentiality is maintained for the individual, the college, and the employer.

The *Survey* reports offers, not acceptances, with no limit on the number of offers per student. Therefore, offers in the study cannot be equated with actual hires, and when the economic climate changes substantially, the ratio of offers to hires usually changes also, making comparison with other years no longer valid. In those categories where offers are relatively few, the data should be regarded only as an indication.

The *Survey* is available only to members and *Salary Survey* subscribers of the College Placement Council and is intended for the professional use of its constituents. Reports are issued in December, January, March, and July.

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AVERAGE MONTHLY SALARY OFFERS

OCTOBER 1984
SUMMER SUPPLEMENT

Bachelor's Degree Candidates
(Data Combined for Men and Women)

By Curriculum for All Types of Employers	Number of Offers Summer 1984	Number of Offers Summer 1983	Average Dollar Offers Summer 1984	Average Dollar Offers Summer 1983	Average Dollar Offers July 1984	% Change From July	Percentiles 90th	Percentiles 50th	Percentiles 10th
BUSINESS									
Accounting	1,490	846	$1,626	$1,507	$1,627	-0.1%	$1,900	$1,625	$1,333
Business-General (incl. Management)	1,500	1,013	1,543	1,401	1,555	-0.8	2,000	1,500	1,100
Marketing & Distribution	684	496	1,480	1,375	1,485	-0.3	1,875	1,459	1,125
HUMANITIES & SOCIAL SCIENCES									
Humanities	378	232	1,345	1,223	1,477	-8.9	1,900	1,288	900
Economics[1]	285	205	1,610	1,425	1,665	-3.3	2,166	1,500	1,200
Other Social Sciences	490	339	1,349	1,241	1,452	-7.1	1,856	1,300	916
ENGINEERING									
Aeronautical	108	105	2,080	2,022	2,153	-3.4	2,340	2,155	1,792
Chemical	432	234	2,243	2,133	2,285	-1.8	2,425	2,300	2,000
Civil (incl. Construction, Sanitary, & Transportation Engrg.)	314	252	1,885	1,814	1,897	-0.6	2,285	1,850	1,500
Electrical (incl. Computer Engrg.)	2,404	1,456	2,214	2,093	2,213	0.1	2,400	2,241	2,000
Geological	17	6	1,560	1,812	2,041	-23.6	*	*	*
Industrial	272	173	2,077	1,999	2,102	-1.2	2,317	2,125	1,791
Mechanical	1,236	847	2,178	2,055	2,190	-0.6	2,381	2,200	1,917
Metallurgical (incl. Metallurgy & Ceramic Engrg.)	65	58	2,138	2,021	2,213	-3.4	2,320	2,200	1,796
Mining	9	3	2,035	2,167	2,073	-1.8	*	*	*
Nuclear (incl. Engrg. Physics)	35	16	2,238	2,085	2,199	1.8	2,483	2,250	1,933
Petroleum	66	23	2,412	2,276	2,464	-2.1	2,750	2,479	1,900
Engineering Technology	184	234	2,064	1,989	2,078	-0.7	2,350	2,085	1,720
SCIENCES									
Agricultural Sciences	128	86	1,384	1,306	1,418	-2.4	1,916	1,352	1,000
Biological Sciences	117	65	1,372	1,258	1,402	-2.1	2,000	1,307	834
Chemistry	87	44	1,666	1,660	1,756	-5.1	2,083	1,675	1,128
Computer Science	1,022	641	2,005	1,928	2,046	-2.0	2,300	2,066	1,583
Health (Medical) Professions	130	198	1,734	1,556	1,576	10.0	2,250	1,667	1,291
Mathematics	147	110	1,829	1,737	1,950	-6.2	2,250	1,888	1,350
Other Physical & Earth Sciences	43	57	1,918	1,724	1,900	1.0	2,405	2,000	1,250
Totals	11,643	7,739							

[1]Includes economics programs with both business and social science orientation.
*Not computed for fewer than 20 offers.

AVERAGE MONTHLY SALARY OFFERS

OCTOBER 1934
SUMMER SUPPLEMENT

Bachelor's Degree Candidates
(Data Combined for Men and Women)

Functional Area for All Types of Employers	Number of Offers Summer 1984	Number of Offers Summer 1983	Average Dollar Offers Summer 1984	Average Dollar Offers Summer 1983	Average Dollar Offers July 1984	% Change From July	Percentiles 90th	Percentiles 50th	Percentiles 10th
Accounting/Auditing	1,519	866	$1,625	$1,500	$1,626	-0.1%	$1,900	$1,625	$1,333
Business Administration	821	714	1,477	1,398	1,537	-3.9	1,980	1,417	1,000
Communications	173	84	1,414	1,311	1,493	-5.3	2,170	1,260	917
Community & Service Orgs. Work	134	81	1,256	1,176	1,263	-0.6	1,700	1,203	800
EDP-Programming/Systems	1,189	715	1,995	1,901	2,040	-2.2	2,300	2,058	1,500
Engineering	4,793	3,174	2,179	2,056	2,195	-0.7	2,400	2,210	1,840
Farm & Natural Resources Management	54	41	1,286	1,226	1,379	-6.7	1,600	1,254	950
Finance & Economics	474	314	1,625	1,498	1,677	-3.1	2,083	1,625	1,166
Health (Medical) Services	163	227	1,623	1,495	1,530	6.1	2,250	1,625	960
Manufacturing &/or Industrial Operations	199	85	1,850	1,795	2,027	-8.7	2,325	1,850	1,375
Mathematics/Statistics	121	88	1,825	1,699	1,870	-2.4	2,300	1,875	1,358
Merchandising/Sales Promotion	529	461	1,407	1,270	1,412	-0.4	1,800	1,375	1,050
Personnel/Employee Relations	118	46	1,532	1,255	1,509	1.5	2,000	1,500	1,021
Research--Non-Scientific	125	69	1,683	1,463	1,746	-3.6	2,315	1,650	903
Research--Scientific	229	169	1,716	1,740	1,949	-12.0	2,300	1,683	1,125
Rotational Training--Non-Technical	264	181	1,421	1,323	1,418	0.2	1,933	1,400	1,000
Rotational Training--Technical	46	49	1,846	1,785	2,070	-10.8	2,333	1,909	1,190
Sales--Non-Technical Degree	625	347	1,499	1,429	1,525	-1.7	1,833	1,500	1,100
Sales--Technical/Scientific Degree	67	28	1,859	1,793	1,957	-5.0	2,333	1,900	1,333
Totals	11,643	7,739							

AVERAGE MONTHLY SALARY OFFERS

OCTOBER 1984
SUMMER SUPPLEMENT
(Data Combined for Men and Women)

Master's Degree Candidates
Inexperienced (One year or less
of full-time, non-military employment)

Graduate Program	Number of Offers Summer 1984	Number of Offers Summer 1983	Average Dollar Offers Summer 1984	Average Dollar Offers Summer 1983	Average Dollar Offers July 1984	% Change From July	Percentiles 90th	Percentiles 50th	Percentiles 10th
BUSINESS									
Accounting	67	55	$1,830	$1,834	$1,933	-5.3%	$2,125	$1,835	$1,467
MBA--Non-Technical Undergraduate	377	273	2,154	2,053	2,375	-9.3	2,750	2,100	1,583
MBA--Technical Undergraduate	61	43	2,371	2,604	2,541	-6.7	2,750	2,400	2,000
MS-Business (incl. Management, Marketing, Finance, etc.)	54	23	2,081	1,904	2,279	-8.7	2,650	2,000	1,583
Industrial Management (incl. Industrial Administration)	7	10	1,635	1,808	2,223	-26.5	*	*	*
Administration (incl. Public, Hospital, etc.)	15	11	1,855	1,376	1,929	-3.8	*	*	*
HUMANITIES & SOCIAL SCIENCES									
Humanities	22	15	1,461	1,410	1,561	-6.4	1,917	1,396	1,042
Social Sciences	38	22	1,671	1,528	1,648	1.4	2,250	1,554	1,167
ENGINEERING									
Chemical	52	24	2,483	2,404	2,557	-2.9	2,680	2,500	2,112
Civil (incl. Construction, Sanitary, & Transportation Engrg.)	42	40	2,243	2,208	2,227	0.7	2,525	2,312	1,833
Electrical (incl. Computer Engrg.)	196	149	2,600	2,456	2,584	0.6	2,811	2,592	2,358
Industrial	20	22	2,408	2,357	2,504	-3.8	2,750	2,395	2,125
Mechanical	108	85	2,507	2,432	2,524	-0.7	2,730	2,518	2,250
Nuclear (incl. Engrg. Physics)	9	9	2,456	2,421	2,471	-0.6	*	*	*
SCIENCES									
Chemistry	18	8	2,029	2,139	2,228	-8.9	*	*	*
Computer Science	106	62	2,470	2,282	2,505	-1.4	2,708	2,500	2,000
Geology & Related Geological Sciences	28	18	2,378	2,329	2,440	-2.5	2,775	2,521	1,500
Mathematics	9	24	2,366	2,012	2,397	-1.3	*	*	*
Metallurgy (incl. Met. Engrg., Materials Engrg./Science, & Ceramics)	23	11	2,581	2,278	2,480	4.1	2,900	2,500	2,250
Totals	1,252	904							

*Not computed for fewer than 20 offers.

AVERAGE MONTHLY SALARY OFFERS

OCTOBER 1984
SUMMER SUPPLEMENT
(Data Combined for Men and Women)

Master's Degree Candidates
Experienced[1]

Graduate Program	Number of Offers Summer 1984	Number of Offers Summer 1983	Average Dollar Offers Summer 1984	Average Dollar Offers Summer 1983	Average Dollar Offers July 1984	% Change From July	Percentiles 90th	Percentiles 50th	Percentiles 10th
Over 1 to 2 years									
MBA--Non-Technical Undergraduate	156	49	$2,548	$2,136	$2,694	-5.4%	$3,083	$2,583	$1,865
MBA--Technical Undergraduate	27	10	2,866	2,549	2,778	3.2	3,500	2,860	2,300
Over 2 to 4 years									
MBA--Non-Technical Undergraduate	124	153	2,497	2,652	2,768	-9.8	3,083	2,500	1,917
MBA--Technical Undergraduate	47	61	2,707	3,042	2,896	-6.5	3,550	2,708	2,100
Over 4 years									
MBA--Non-Technical Undergraduate	85	87	2,613	2,630	2,818	-7.3	3,500	2,583	1,833
MBA--Technical Undergraduate	29	17	2,719	2,957	3,004	-9.5	3,750	2,500	1,917
Totals	468	377							

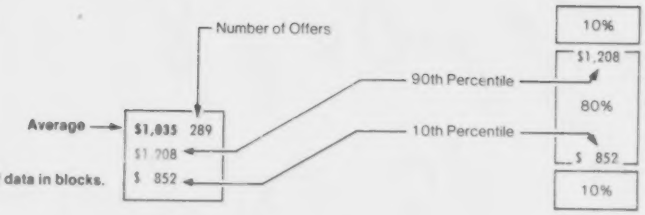
DOCTORAL DEGREE CANDIDATES

ENGINEERING									
Chemical	49	22	$3,281	$3,122	$3,239	1.3%	$3,532	$3,275	$3,085
Civil (incl. Construction, Sanitary, & Transportation Engrg.)	6	6	2,739	2,782	3,108	-11.9	*	*	*
Electrical (incl. Computer Engrg.)	25	36	3,429	3,216	3,430	0	3,792	3,508	3,000
Mechanical	12	12	3,288	3,110	3,199	2.8	*	*	*
SCIENCES									
Chemistry	117	37	2,924	2,657	2,960	-1.2	3,250	2,950	2,800
Mathematics (incl. Oprs. Research, Statistics, & Actuarial Science)	1	5	3,114	2,421	2,963	5.1	*	*	*
Metallurgy (incl. Met. Engrg., Materials Engrg./Science, & Ceramics)	15	14	3,052	2,853	3,212	-5.0	*	*	*
Physics	36	26	3,123	2,727	3,201	-2.4	3,593	3,200	2,117
Totals	261	158							

[1]Years of previous full-time, non-military employment.
*Not computed for fewer than 20 offers.

Monthly beginning salary offers to all candidates by curriculum and employer

Summer Supplement ■ October 1984 ■ Data combined for men and women*



This diagram indicates arrangement of data in blocks.

The 90th and 10th percentiles are those salary offers between which 80 percent of the offers in a category are located. Not computed for fewer than 20 offers.

10 percent of the salary offers are higher than the 90th percentile

10 percent of the salary offers are lower than the 10th percentile

CURRICULUM	BUSINESS			MANUFACTURING ■ INDUSTRIAL												GOV'T ■ NON-PROFIT		
	Accounting—Public	Banking, Finance, & Insurance	Merchandising (Retail & Wholesale) & Services	Aerospace, Electronics, & Instruments	Automotive & Mechanical Equipment	Building Materials Mfrs. & Construction	Chemicals, Drugs, & Allied Products	Electrical Machinery & Equipment	Food & Beverage Processing	Glass, Paper, Packaging, & Allied Products	Metals & Metal Products	Petroleum & Allied Products (incl. Nat. Gas)	Research &/or Consulting Organizations	Tire & Rubber	Utilities—Public (incl. Transportation)	Government—Federal	Government—Local/State	Non-Profit Orgs. & Educational Institutions
BACHELOR'S DEGREE																		
NON-TECHNICAL: Accounting	$1,667 913 $1,916 $1,417	$1,505 90 $1,800 $1,125	$1,365 72 $1,667 $1,000	$1,634 72* $1,900 $1,375	$1,547 24 $1,905 $1,200	$1,465 9	$1,730 25 $1,925 $1,575	$1,634 13	$1,641 12	$1,457 19	$1,938 3	$1,720 116 $1,875 $1,500	$1,408 5	$1,430 3	$1,619 29 $1,960 $1,250	$1,354 30 $1,436 $1,158	$1,485 40 $1,775 $1,250	$1,557 15
Business—General (incl. Mgmt.)	$1,645 59 $2,000 $1,375	$1,475 355 $1,916 $1,050	$1,342 364 $1,666 $1,000	$1,723 260 $2,085 $1,350	$1,749 37 $2,167 $1,250	$1,616 27 $2,100 $1,141	$1,709 57 $2,200 $1,333	$1,685 36 $2,200 $1,200	$1,613 44 $2,083 $1,200	$1,613 51 $1,917 $1,334	$1,724 1	$1,832 54 $2,100 $1,565	$1,501 19	$1,664 4	$1,712 55 $2,116 $1,167	$1,449 39 $1,833 $1,153	$1,335 15	$1,110 14
Marketing & Distribution	$ 820 1	$1,341 41 $1,666 $1,000	$1,377 297 $1,675 $1,083	$1,584 69 $2,000 $1,333	$1,718 18	$1,586 16	$1,642 67 $1,917 $1,416	$1,568 28 $2,000 $1,400	$1,524 39 $1,750 $1,300	$1,589 38 $1,800 $1,333	$1,669 12	$1,723 12	$1,179 10	$1,750 1	$1,624 18	$1,316 8	$1,578 3	$1,617 6
Humanities	$1,500 1	$1,520 50 $2,083 $ 963	$1,235 165 $1,583 $ 900	$1,835 20 $2,250 $1,500	$1,734 2	$1,438 10	$1,637 10	$1,519 6	$1,427 4	$1,244 11	$1,667 1	$1,325 2	$1,777 11		$1,570 9	$1,431 17	$1,113 17	$1,109 42 $1,350 $ 800
Economics	$1,700 13	$1,646 116 $2,167 $1,196	$1,398 62 $1,733 $1,167	$1,733 21 $1,958 $1,456	$ 750 1	$1,732 3	$1,650 13	$1,995 6	$1,433 5	$1,477 7	$2,000 1	$1,614 1	$2,070 18	$1,550 1	$1,250 1	$1,431 12		$1,281 4
Other Social Sciences	$1,000 1	$1,495 73 $2,083 $1,000	$1,273 186 $1,625 $ 900	$1,530 24 $2,083 $1,083	$1,692 6	$1,333 4	$1,599 12	$1,499 11	$1,234 15	$1,380 5	$1,283 4	$1,250 1	$1,475 17	$1,275 2	$1,607 6	$1,492 21 $2,000 $1,036	$1,420 45 $2,006 $1,000	$1,085 57 $1,425 $ 800
MASTER'S DEGREE—INEXPERIENCED																		
MBA—Non-Technical Undergraduate Degree	$1,961 38 $2,500 $1,583	$2,226 88 $2,917 $1,517	$2,042 44 $2,500 $1,416	$2,176 59 $2,600 $1,667	$2,342 12	$1,792 4	$2,294 16	$2,021 9	$2,249 15	$2,191 11	$1,810 3	$2,270 20 $2,710 $2,000	$2,540 14		$2,155 20 $2,667 $1,750	$1,598 8	$1,750 2	$2,116 14
MBA—Technical Undergraduate Degree	$2,127 6	$2,189 4	$1,761 2	$2,485 22 $2,650 $2,183	$2,408 4	$2,000 1	$2,839 3	$2,783 5	$2,486 3	$2,500 1		$2,346 6	$2,558 1		$2,430 1		$1,793 2	
BACHELOR'S SUMMARY																		
Non-Technical Curricula	$1,664 986 $1,916 $1,417	$1,504 725 $2,000 $1,041	$1,329 1146 $1,666 $1,000	$1,684 466 $2,083 $1,308	$1,672 88 $2,150 $1,200	$1,552 69 $2,083 $1,083	$1,672 184 $1,950 $1,400	$1,634 100 $2,100 $1,200	$1,525 119 $1,958 $1,200	$1,536 131 $1,833 $1,200	$1,674 31 $2,000 $1,333	$1,745 186 $2,000 $1,500	$1,615 80 $2,250 $1,000	$1,527 11	$1,656 118 $2,045 $1,192	$1,421 127 $1,708 $1,150	$1,391 120 $1,833 $1,000	$1,175 138 $1,640 $ 800
Technical Curricula	$1,755 17	$1,641 123 $2,041 $1,292	$1,665 155 $2,250 $1,000	$2,190 3091 $2,383 $2,000	$2,187 185 $2,450 $1,900	$1,845 153 $2,167 $1,500	$2,172 563 $2,425 $1,750	$2,219 744 $2,375 $2,017	$1,747 57 $2,333 $1,250	$2,190 81 $2,416 $1,833	$2,045 107 $2,300 $1,600	$2,210 287 $2,541 $1,900	$1,951 221 $2,450 $1,350	$2,004 11	$2,157 335 $2,461 $1,750	$1,716 355 $2,100 $1,428	$1,727 140 $2,285 $1,131	$1,603 191 $2,167 $1,080

* Data in block tables are for period 6/9/84 through 9/28/84

Bachelor's Degree

TECHNICAL

CURRICULUM	BUSINESS			MANUFACTURING ■ INDUSTRIAL												GOV'T ■ NON-PROFIT		
	Accounting—Public	Banking, Finance, & Insurance	Merchandising (Retail & Wholesale) & Services	Aerospace, Electronics, & Instruments	Automotive & Mechanical Equipment	Building Materials Mfrs. & Construction	Chemicals, Drugs, & Allied Products	Electrical Machinery & Equipment	Food & Beverage Processing	Glass, Paper, Packaging, & Allied Products	Metals & Metal Products	Petroleum & Allied Products (incl. Nat. Gas)	Research &/or Consulting Organizations	Tire & Rubber	Utilities—Public (incl. Transportation)	Government—Federal	Government—Local/State	Non-Profit Orgs. & Educational Institutions
Aeronautical Engineering			$2,500 1	$2,114 94 $2,340 $1,800	$1,993 1											$1,784 12		
Chemical Engineering			$1,797 5	$2,217 82 $2,333 $2,083	$2,261 6	$2,140 4	$2,283 230 $2,425 $2,083	$2,303 9	$2,335 4	$2,240 25 $2,500 $1,958	$2,183 5	$2,323 41 $2,433 $2,100	$2,681 1		$2,002 6	$1,750 11	$1,547 3	
Civil Engineering (incl. Construction, Sanitary, & Transportation Engrg.)		$1,567 2	$1,739 3	$2,187 25 $2,417 $2,042	$2,050 1	$1,791 95 $2,000 $1,516	$2,189 7	$2,503 8	$2,166 1	$2,042 1	$2,325 4	$2,328 10	$1,810 21 $2,150 $1,517		$1,956 38 $2,400 $1,750	$1,645 27 $2,000 $1,434	$1,796 70 $2,285 $1,442	$2,200 1
Electrical Engineering (incl. Computer Engrg.)	$1,739 3	$2,125 2	$2,021 15	$2,237 1511 $2,400 $2,083	$2,261 32 $2,385 $2,116	$2,122 10	$2,265 61 $2,466 $2,000	$2,245 376 $2,375 $2,100	$2,353 3	$2,161 3	$2,061 6	$2,324 31 $2,433 $2,225	$2,270 43 $2,500 $2,000	$2,192 1	$2,319 138 $2,678 $2,120	$1,769 148 $2,142 $1,448	$2,377 16	$1,952 5
Geological Engineering		$2,000 1		$1,600 1							$1,600 1	$1,643 7	$1,804 4			$ 867 3		
Industrial Engineering	$2,042 2	$1,55[illegible] 3	$1,810 8	$2,093 107 $2,300 $1,950	$2,257 17	$1,978 3	$2,097 21 $2,300 $1,675	$2,166 52 $2,290 $1,833	$2,000 3	$2,029 4	$1,999 13	$2,350 1	$2,008 4	$2,000 1	$2,166 14	$1,747 14	$1,920 4	$2,000 1
Mechanical Engineering			$2,352 3	$2,204 556 $2,375 $2,050	$2,199 81 $2,450 $1,950	$2,039 21 $2,208 $1,800	$2,291 93 $2,405 $2,166	$2,224 196 $2,350 $2,050	$2,240 4	$2,196 24 $2,333 $2,000	$2,118 37 $2,350 $1,880	$2,311 41 $2,492 $1,900	$2,148 28 $2,50u $1,790	$1,988 5	$2,150 70 $2,375 $1,917	$1,703 72 $2,083 $1,447	$2,284 3	$2,242 2
Metallurgical Engineering (incl. Metallurgy & Ceramic Engrg.)				$2,221 26 $2,350 $2,125	$2,247 1		$2,241 13	$2,276 4		$1,875 3	$2,062 14				$1,091 1	$1,709 3		
Mining Engineering						$1,500 1				$1,665 1	$2,200 3	$2,300 1	$2,166 1			$2,000 1	$2,083 1	
Nuclear Engineering (incl. Engrg. Physics)				$2,287 15	$1,667 1		$2,223 2	$2,308 9					$2,039 3		$2,207 5			
Petroleum Engineering				$2,450 2			$2,500 1	$2,183 3				$2,444 56 $2,800 $1,916			$2,176 2	$1,583 1	$2,400 1	
Engineering Technology		$1,648 2	$2,020 5	$2,072 112 $2,340 $1,800	$2,309 16	$1,935 8	$1,980 3	$2,068 12		$2,250 1	$1,954 11	$2,474 3	$1,879 6	$2,083 1	$1,818 1	$1,449 1	$1,275 1	$2,083 1
Agricultural Sciences		$1,273 15	$1,354 18	$1,250 1		$1,390 7	$1,505 3	$1,740 2	$1,581 35 $2,000 $1,170	$1,279 2		$1,340 4	$1,355 8			$1,322 8	$1,286 16	$1,047 9
Biological Sciences		$1,376 2	$1,073 13	$1,597 3	$1,250 1		$1,597 27 $2,100 $1,125		$1,080 2	$1,576 3	$1,500 1	$1,338 2	$1,383 14		$2,583 1	$1,360 7	$1,221 5	$1,278 36 $1,500 $ 997
Chemistry	$2,083 1	$1,625 1	$1,292 6	$1,987 5			$1,744 44 $2,125 $1,290			$2,028 5	$1,760 2	$1,642 2	$1,472 9	$1,875 1	$1,784 3	$1,666 1	$ 650 1	$1,173 6
Computer Sciences	$1,677 11	$1,697 57 $2,166 $1,450	$1,737 51 $2,125 $1,300	$2,096 488 $2,333 $1,833	$1,988 22 $2,210 $1,650	$1,738 4	$2,076 48 $2,250 $1,850	$2,112 68 $2,333 $1,900	$1,800 4	$1,984 8	$2,032 7	$2,016 79 $2,177 $1,850	$1,990 60 $2,465 $1,440	$1,975 2	$1,984 52 $2,300 $1,600	$1,808 23 $2,250 $1,428	$1,585 9	$1,697 29 $2,209 $1,200
Health (Medical) Professions		$1,600 1	$1,829 10		$1,500 1		$2,150 9						$1,667 1			$1,807 7	$1,063 5	$1,719 96 $2,167 $1,416
Mathematics		$1,682 36 $2,037 $1,250	$1,565 16	$2,073 46 $2,426 $1,667	$2,111 3		$2,020 1	$1,675 2		$1,875 1	$1,360 1	$2,066 5	$1,986 13		$1,644 2	$1,632 14	$1,292 3	$1,706 4
Other Physical & Earth Sciences		$2,200 1	$1,400 1	$2,263 17	$2,213 2			$2,011 3	$1,375 1		$1,388 2	$1,898 4	$1,503 5		$1,325 2	$1,774 2	$1,150 2	$2,192 1

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The College Placement Council 62 Highland Avenue / Bethlehem, PA 18017

The national association for career planning, placement, and recruitment

CPC Salary Survey

A study of 1983-84 beginning offers/Preliminary Report December 1983

In October, CPC reported in *Recruiting 84* that employers expect to increase hiring in 1983-84. Another encouraging sign in that report was the estimate by 68 percent of the employers that the economic outlook for their organization should improve in the first half of 1984. These projections support the growing optimism concerning the nation's economic comeback. Indications are that the recovery will be alive and well through 1984.

However, this year's college graduates may have to wait a bit longer to reap the benefits that this growing prosperity should bring. Although the data from this early reading indicate that the worst is over, college recruiting is just beginning to shake free from the effects of the recent recession.

At the bachelor's level, the number of offers in this Preliminary Report is just slightly below last year's level. However, this may be the result of the reporting forms arriving later than usual at the participating placement offices, rather than an indication of reduced activity.

Many of the 25 disciplines surveyed at the bachelor's level reported salary averages below those reported in July. Only 11 categories experienced increases, and in most cases, these gains were modest.

Petroleum engineering held on to the top salary spot — $2,447 — despite a 4.7 percent drop in the average monthly salary offer since the year-end report. Chemical engineering gave up its traditional second place position. At $2,132 per month, it came in behind mining, metallurgical, and electrical engineering.

The number of offers reported at the master's level was slightly ahead of last year, but most of the increase was limited to the accounting category. And, as at the bachelor's level, many of the graduate programs reported salary averages below the year-end figures.

The CPC Preliminary Report covers the period from September 1 to December 2. The data include offers extended to students graduating between September 1, 1983, and August 31, 1984. There are 187 placement offices at 162 colleges and universities participating in the *Salary Survey*.

Additional copies of the report can be obtained for $1.00 each.

SCOPE AND NATURE OF THE SURVEY

The scope, nature, and coverage of the CPC *Salary Survey* are particularly important to the interpretation and proper use of the statistics.

The study surveys a fairly consistent population which includes 187 placement offices at 162 colleges and universities throughout the United States. Offers are reported from employing organizations in business, industry, government, and non-profit and educational organizations. The offers are base starting salary offers and do not include fringe benefits or overtime. The data cover a broad range of functional positions, except teaching. Confidentiality is maintained for the individual, the college, and the employer.

The *Survey* reports offers, not acceptances, with no limit on the number of offers per student. Therefore, offers in the study cannot be equated with actual hires, and when the economic climate changes substantially, the ratio of offers to hires usually changes also, making comparison with other years no longer valid. In those categories where offers are relatively few, the data should be regarded only as an indication.

The *Survey* is available only to members and *Salary Survey* subscribers of the College Placement Council and is intended for the professional use of its constituents. Formal reports are issued in January, March, and July. A Preliminary Report is issued in December and a Summer Supplement in October.

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AVERAGE MONTHLY SALARY OFFERS

DECEMBER 1983
PRELIMINARY REPORT - 9/1/83 to 12/2/83

Bachelor's Degree Candidates
(Data Combined for Men and Women)

By Curriculum for All Types of Employers	Number of Offers Preliminary 1983	Number of Offers Preliminary 1982	Average Dollar Offers Preliminary 1983	Average Dollar Offers Preliminary 1982	Average Dollar Offers July 1983	% Change From July	Percentiles 90th	Percentiles 50th	Percentiles 10th
BUSINESS									
Accounting	445	490	$1,607	$1,541	$1,565	2.7%	$1,833	$1,583	$1,375
Business-General (incl. Management)	241	268	1,465	1,461	1,486	-1.4	1,800	1,500	1,100
Marketing & Distribution	106	100	1,476	1,348	1,411	4.6	1,920	1,458	1,066
HUMANITIES & SOCIAL SCIENCES									
Humanities	59	69	1,368	1,194	1,380	-0.9	1,900	1,300	900
Economics[1]	16	12	1,280	1,276	1,590	-19.5	*	*	*
Other Social Sciences	82	148	1,332	1,202	1,320	0.9	1,800	1,259	1,000
ENGINEERING									
Aeronautical	24	33	2,055	1,908	2,004	2.5	2,320	2,092	1,542
Chemical	74	79	2,132	2,251	2,228	-4.3	2,425	2,213	1,700
Civil (incl. Construction, Sanitary, & Transportation Engrg.)	65	72	1,976	1,805	1,869	5.7	2,300	2,000	1,500
Electrical (incl. Computer Engrg.)	527	428	2,148	2,054	2,128	0.9	2,334	2,200	1,800
Geological	3	5	1,948	2,117	2,089	-6.8	*	*	*
Industrial	28	58	2,096	2,010	2,048	2.3	2,300	2,092	1,833
Mechanical	210	225	2,094	2,047	2,096	-0.1	2,350	2,167	1,750
Metallurgical (incl. Metallurgy & Ceramic Engrg.)	17	12	2,161	2,145	2,146	0.7	*	*	*
Mining	5	6	2,325	2,179	2,041	13.9	*	*	*
Nuclear (incl. Engrg. Physics)	+	6	+	2,123	2,078	+	*	*	*
Petroleum	24	17	2,447	2,607	2,568	-4.7	2,750	2,525	1,667
Engineering Technology	94	76	2,063	1,962	2,006	2.8	2,270	2,100	1,833
SCIENCES									
Agricultural Sciences	17	39	1,500	1,342	1,375	9.1	*	*	*
Biological Sciences	9	26	1,244	1,338	1,419	-12.3	*	*	*
Chemistry	5	13	1,587	1,695	1,712	-7.3	*	*	*
Computer Science	137	157	1,898	1,864	1,941	-2.2	2,200	1,950	1,417
Health (Medical) Professions	54	15	1,308	1,299	1,584	-17.4	1,700	1,300	1,000
Mathematics	12	18	1,673	1,601	1,799	-7.0	*	*	*
Other Physical & Earth Sciences	13	14	1,523	1,825	1,746	-12.8	*	*	*
Totals	2,267	2,386							

[1]Includes economics programs with both business and social science orientation.
*Not computed for fewer than 20 offers.
+No offers reported.

AVERAGE MONTHLY SALARY OFFERS

DECEMBER 1983
PRELIMINARY REPORT - 9/1/83 to 12/2/83

Bachelor's Degree Candidates
(Data Combined for Men and Women)

Functional Area for All Types of Employers	Number of Offers Preliminary 1983	Number of Offers Preliminary 1982	Average Dollar Offers Preliminary 1983	Average Dollar Offers Preliminary 1982	Average Dollar Offers July 1983	% Change From July	Percentiles 90th	Percentiles 50th	Percentiles 10th
Accounting/Auditing	446	502	$1,605	$1,537	$1,565	2.6%	$1,833	$1,583	$1,380
Business Administration	119	168	1,470	1,492	1,464	0.4	1,900	1,500	1,000
Communications	36	30	1,472	1,211	1,498	-1.7	2,000	1,342	1,000
Community & Service Orgs. Work	33	41	1,350	1,191	1,175	14.9	1,900	1,250	1,000
EDP-Programming/Systems	145	162	1,907	1,869	1,943	-1.9	2,200	1,950	1,421
Engineering	927	933	2,130	2,050	2,115	0.7	2,359	2,183	1,794
Farm & Natural Resources Management	8	10	1,412	1,269	1,326	6.5	*	*	*
Finance & Economics	78	75	1,444	1,361	1,563	-7.6	1,800	1,441	1,000
Health (Medical) Services	58	33	1,331	1,237	1,530	-13.0	1,795	1,351	1,000
Manufacturing &/or Industrial Operations	103	80	1,990	1,865	1,924	3.4	2,300	2,080	1,416
Mathematics/Statistics	12	13	1,639	1,458	1,734	-5.5	*	*	*
Merchandising/Sales Promotion	101	112	1,371	1,278	1,318	4.0	1,700	1,333	1,100
Personnel/Employee Relations	15	14	1,220	1,340	1,375	-11.3	*	*	*
Research--Non-Scientific	12	11	1,590	1,380	1,649	-3.6	*	*	*
Research--Scientific	43	49	1,836	1,709	1,805	1.7	2,250	1,800	1,215
Rotational Training--Non-Technical	24	44	1,407	1,307	1,397	0.7	1,800	1,333	1,000
Rotational Training--Technical	20	15	1,972	1,605	1,900	3.8	2,400	1,886	1,400
Sales--Non-Technical Degree	79	86	1,460	1,312	1,464	-0.3	1,800	1,500	1,000
Sales--Technical/Scientific Degree	8	8	1,874	1,782	1,880	-0.3	*	*	*
Totals	2,267	2,386							

*Not computed for fewer than 20 offers.

AVERAGE MONTHLY SALARY OFFERS

DECEMBER 1983
PRELIMINARY REPORT - 9/1/83 to 12/2/83
(Data Combined for Men and Women)

Master's Degree Candidates
Inexperienced (One year or less
of full-time, non-military employment)

Graduate Program	Number of Offers Preliminary 1983	Number of Offers Preliminary 1982	Average Dollar Offers Preliminary 1983	Average Dollar Offers Preliminary 1982	Average Dollar Offers July 1983	% Change From July	Percentiles 90th	Percentiles 50th	Percentiles 10th
BUSINESS									
Accounting	71	29	$1,884	$1,882	$1,891	-0.4%	$2,166	$1,875	$1,666
MBA--Non-Technical Undergraduate	75	75	1,954	1,872	2,215	-11.8	2,500	1,960	1,500
MBA--Technical Undergraduate	13	13	2,151	2,148	2,524	-14.8	*	*	*
MS-Business (incl. Management, Marketing, Finance, etc.)	13	18	2,023	2,147	2,122	-4.7	*	*	*
Industrial Management (incl. Industrial Administration)	3	1	1,792	1,900	2,196	-18.4	*	*	*
Administration (incl. Public, Hospital, etc.)	7	21	1,686	1,970	1,868	-9.7	*	*	*
HUMANITIES & SOCIAL SCIENCES									
Humanities	6	10	1,492	1,693	1,617	-7.7	*	*	*
Social Sciences	11	24	1,797	1,521	1,606	11.9	*	*	*
ENGINEERING									
Chemical	11	5	2,381	2,325	2,404	-1.0	*	*	*
Civil (incl. Construction, Sanitary, & Transportation Engrg.)	18	7	2,194	2,180	2,260	-2.9	*	*	*
Electrical (incl. Computer Engrg.)	35	21	2,470	2,332	2,461	0.4	2,800	2,460	2,083
Industrial	5	6	2,543	2,198	2,291	11.0	*	*	*
Mechanical	24	16	2,455	2,351	2,400	2.3	2,600	2,473	2,200
Nuclear (incl. Engrg. Physics)	1	3	2,400	1,983	2,386	0.6	*	*	*
SCIENCES									
Chemistry	2	3	1,958	2,167	2,203	-11.1	*	*	*
Computer Science	14	16	2,440	2,323	2,359	3.4	*	*	*
Geology & Related Geological Sciences	6	10	2,338	2,514	2,472	-5.4	*	*	*
Mathematics	1	2	2,100	1,765	2,124	-1.1	*	*	*
Metallurgy (incl. Met. Engrg., Materials Engrg./Science, & Ceramics)	4	1	2,490	2,567	2,417	3.0	*	*	*
Totals	320	281							

*Not computed for fewer than 20 offers.

AVERAGE MONTHLY SALARY OFFERS

DECEMBER 1983
PRELIMINARY REPORT - 9/1/83 to 12/2/83
(Data Combined for Men and Women)

Master's Degree Candidates
Experienced[1]

Graduate Program	Number of Offers Preliminary 1983	Number of Offers Preliminary 1982	Average Dollar Offers Preliminary 1983	Average Dollar Offers Preliminary 1982	Average Dollar Offers July 1983	% Change From July	Percentiles 90th	Percentiles 50th	Percentiles 10th
Over 1 to 2 years									
MBA--Non-Technical Undergraduate	13	5	$2,130	$1,933	$2,484	-14.3%	*	*	*
MBA--Technical Undergraduate	2	2	2,125	2,500	2,722	-21.9	*	*	*
Over 2 to 4 years									
MBA--Non-Technical Undergraduate	1	2	2,500	1,665	2,632	-5.0	*	*	*
MBA--Technical Undergraduate	+	2	+	2,500	2,780	+	*	*	*
Over 4 years									
MBA--Non-Technical Undergraduate	10	3	2,309	2,388	2,672	-13.6	*	*	*
MBA--Technical Undergraduate	+	+	+	+	2,800	+	*	*	*
Totals	26	14							

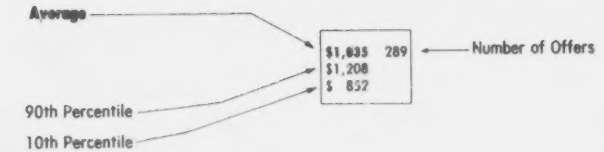
DOCTORAL DEGREE CANDIDATES

ENGINEERING									
Chemical	3	2	$3,267	$3,230	$3,130	4.4%	*	*	*
Civil (incl. Construction, Sanitary, & Transportation Engrg.)	+	1	+	2,140	2,936	+	*	*	*
Electrical (incl. Computer Engrg.)	5	13	3,228	3,001	3,200	0.9	*	*	*
Mechanical	+	3	+	3,239	3,150	+	*	*	*
SCIENCES									
Chemistry	14	12	2,857	2,485	2,694	6.1	*	*	*
Mathematics (incl. Oprs. Research, Statistics, & Actuarial Science)	3	1	3,444	2,925	2,585	33.2	*	*	*
Metallurgy (incl. Met. Engrg., Materials Engrg./Science, & Ceramics)	+	2	+	3,042	3,072	+	*	*	*
Physics	8	10	2,935	2,834	2,903	1.1	*	*	*
Totals	33	44							

[1]Years of previous full-time, non-military employment.
*Not computed for fewer than 20 offers.
+No offers reported.

Monthly beginning salary offers to all candidates by curriculum and employer

Preliminary Report ■ December 1983 ■ Data combined for men and women*



The 90th percentile is that salary offer above which 10 percent of the offers are located. The 10th percentile is that salary offer below which 10 percent of the offers are located. Not computed for fewer than 20 offers.

CURRICULUM	BUSINESS			MANUFACTURING ■ INDUSTRIAL												GOV'T ■ NON-PROFIT		
	Accounting—Public	Banking, Finance, & Insurance	Merchandising (Retail & Wholesale) & Services	Aerospace, Electronics, & Instruments	Automotive & Mechanical Equipment	Building Materials Mfrs. & Construction	Chemicals, Drugs, & Allied Products	Electrical Machinery & Equipment	Food & Beverage Processing	Glass, Paper, Packaging, & Allied Products	Metals & Metal Products	Petroleum & Allied Products (incl. Nat. Gas)	Research &/or Consulting Organizations	Tire & Rubber	Utilities—Public (incl. Transportation)	Government—Federal	Government—Local / State	Non-Profit Orgs. & Educational Institutions
BACHELOR'S DEGREE																		
NON-TECHNICAL: Accounting	$1,621 374 $1,833 $1,450	$1,213 8	$1,591 14	$1,617 4	$1,525 1	$1,550 1	$1,475 4	$1,863 2	$1,582 4		$1,217 2	$1,767 8			$1,651 8	$1,480 8	$1,448 2	$1,323 5
NON-TECHNICAL: Business—General (incl. Mgmt.)	$1,681 6	$1,381 56 $1,791 $1,000	$1,352 78 $1,667 $1,000	$1,570 29 $2,050 $1,250	$2,083 1	$1,509 7	$1,481 3	$1,550 7	$1,523 13	$1,713 7	$1,850 1	$1,807 6	$1,630 13		$1,550 6	$1,608 4	$1,400 2	$1,204 2
NON-TECHNICAL: Marketing & Distribution		$1,217 5	$1,479 59 $1,900 $1,080	$1,461 6	$ 958 2	$1,631 4	$1,775 2	$1,861 3	$1,540 12	$1,485 4		$1,578 2	$1,083 1		$1,639 3		$ 917 2	$1,417 1
NON-TECHNICAL: Humanities		$1,472 6	$1,262 17	$1,580 3		$1,250 2	$2,015 2	$1,750 1	$1,458 1		$1,542 1		$1,000 2		$1,200 2	$1,470 7	$1,510 6	$1,184 9
NON-TECHNICAL: Economics	$1,625 1	$1,030 6	$1,025 2	$1,200 1		$1,000 1	$1,663 2		$1,750 1				$1,600 1		$1,750 1			
NON-TECHNICAL: Other Social Sciences		$1,433 6	$1,324 27 $2,000 $1,000	$1,633 6			$1,250 1	$1,292 2			$2,000 1		$1,400 1		$1,558 3	$1,330 7	$1,301 8	$1,173 20 $1,400 $1,000
MASTER'S DEGREE — INEXPERIENCED																		
MBA—Non-Technical Undergraduate Degree	$1,930 21 $2,100 $1,750	$2,015 20 $2,500 $1,515	$1,647 13	$2,375 3			$2,206 4	$1,335 1	$2,453 3			$2,230 2	$1,750 1		$1,960 1	$1,761 3	$1,665 1	$2,250 2
MBA—Technical Undergraduate Degree		$2,042 4		$2,119 4	$1,750 1		$2,850 1			$2,500 1	$1,917 1				$2,300 1			
BACHELOR'S SUMMARY																		
Non-Technical Curricula	$1,622 381 $1,833 $1,450	$1,342 87 $1,750 $1,000	$1,392 197 $1,900 $1,000	$1,561 49 $1,900 $1,200	$1,381 4	$1,476 15	$1,607 14	$1,633 15	$1,547 31 $1,833 $1,117	$1,630 11	$1,565 5	$1,758 16	$1,515 18		$1,576 23 $1,900 $1,250	$1,457 26 $1,900 $1,125	$1,350 20 $1,600 $1,000	$1,384 37 $1,580 $ 886
Technical Curricula	$1,710 9	$1,597 9	$1,514 25 $2,338 $1,000	$2,156 589 $2,300 $1,960	$2,158 49 $2,383 $1,750	$1,964 23 $2,333 $1,500	$2,107 51 $2,425 $1,500	$2,167 98 $2,350 $1,950	$1,967 21 $2,250 $1,500	$1,831 7	$2,149 22 $2,495 $1,700	$2,330 58 $2,750 $1,950	$2,002 51 $2,375 $1,410	$1,940 2	$2,127 102 $2,400 $1,850	$1,668 135 $2,000 $1,380	$1,765 13	$1,339 54 $1,800 $1,000

*Data in block tables are for period 9/1/83 through 12/2/83

Bachelor's Degree

TECHNICAL

CURRICULUM	BUSINESS			MANUFACTURING ■ INDUSTRIAL												GOV'T ■ NON-PROFIT		
	Accounting—Public	Banking, Finance, & Insurance	Merchandising (Retail & Wholesale) & Services	Aerospace, Electronics, & Instruments	Automotive & Mechanical Equipment	Building Materials Mfrs. & Construction	Chemicals, Drugs, & Allied Products	Electrical Machinery & Equipment	Food & Beverage Processing	Glass, Paper, Packaging, & Allied Products	Metals & Metal Products	Petroleum & Allied Products (incl. Nat. Gas)	Research &/or Consulting Organizations	Tire & Rubber	Utilities—Public (incl. Transportation)	Government—Federal	Government—Local / State	Non-Profit Orgs. & Educational Institutions
Aeronautical Engineering				$2,174 15			$2,000 1						$2,400 1			$1,759 7		
Chemical Engineering				$2,039 14	$2,140 4	$2,300 1	$2,238 27 $2,425 $1,792	$2,259 3	$2,146 2	$2,067 2	$2,025 3	$2,288 6	$1,906 3	$2,230 1	$2,128 5	$1,441 3		
Civil Engineering (incl. Construction, Sanitary, & Transportation Engrg.)			$ 900 1	$2,277 7	$2,350 1	$1,931 5							$2,025 21 $2,175 $1,750		$2,146 10	$1,794 9	$1,770 11	
Electrical Engineering (incl. Computer Engrg.)	$1,792 1		$2,363 3	$2,193 322 $2,318 $2,040	$2,305 11	$2,333 1	$2,068 7	$2,207 64 $2,335 $2,067	$2,300 1		$2,231 2	$2,240 5	$2,269 8		$2,240 41 $2,526 $2,083	$1,715 59 $2,000 $1,449		$2,283 2
Geological Engineering	$1,120 1											$2,363 2						
Industrial Engineering	$1,750 2			$2,119 10	$2,055 6	$1,900 1	$2,240 3	$2,100 2	$2,083 2	$1,975 1			$2,708 1					
Mechanical Engineering				$2,161 95 $2,300 $2,050	$2,154 17	$1,978 6	$2,218 3	$2,273 10	$2,173 6	$2,096 2	$2,328 3	$2,304 11	$2,198 3		$2,180 25 $2,400 $2,080	$1,587 29 $2,000 $1,114		
Metallurgical Engineering (incl. Metallurgy & Ceramic Engrg.)				$2,192 4	$2,151 6		$2,125 2				$2,164 5							
Mining Engineering											$2,700 2	$2,362 2					$1,500 1	
Nuclear Engineering (incl. Engrg. Physics)																		
Petroleum Engineering	$1,667 1											$2,527 22 $2,750 $2,053				$1,467 1		
Engineering Technology			$1,417 2	$2,126 58 $2,270 $1,900	$1,875 1	$1,850 5	$2,500 1	$2,044 11	$2,083 1		$2,089 3		$2,166 1		$1,850 4	$2,134 5		$1,563 2
Agricultural Sciences		$1,475 2	$1,510 3			$1,500 1	$1,145 2		$1,750 5	$1,350 1			$1,363 2			$1,400 1		
Biological Sciences			$1,000 1		$1,667 1								$1,167 1		$1,360 1			$1,201 5
Chemistry				$1,750 1			$1,563 2		$1,210 1		$1,850 1							
Computer Science	$1,827 4	$1,605 6	$1,661 6	$2,019 57 $2,231 $1,800	$2,150 1	$2,122 3	$1,666 3	$1,985 6	$1,824 3	$1,166 1	$1,809 3	$1,986 10	$2,117 5	$1,650 1	$2,036 11	$1,547 11	$1,974 1	$1,430 5
Health (Medical) Professions			$1,270 8					$ 938 1					$1,300 1		$1,480 5	$1,230 1		$1,305 38 $1,795 $1,000
Mathematics		$1,791 1	$1,386 1	$1,949 3	$1,917 1			$2,083 1					$1,835 1			$1,380 3		$1,883 1
Other Physical & Earth Sciences				$1,821 3									$1,411 3			$1,550 6		$ 772 1

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The College Placement Council
62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

A study of 1983-1984 beginning offers / Formal Report No. 1, January 1984

1984. Perhaps the most anticipated date in recent history. Since the middle of this century, it has loomed in our imagination as a nightmare of what life could become.

But despite the bleak possibilities Orwell described, 1984 holds a lot of promise—particularly in terms of the economy. Predictions for this year are that economic recovery will continue, profits of American companies will rise, personal income will increase, and unemployment will recede. Certainly this picture is much brighter than that of a year ago.

The economic recovery appears to be expanding the job market for college graduates. This January report shows that the number of reported job offers increased from this time last year by 28 percent. All three business disciplines reported substantially more offers than last year, as did electrical and mechanical engineering and computer science.

However, starting salaries have not risen significantly since the year-end report in July. While salary averages increased slightly in 18 categories, they actually dropped in seven others.

The business disciplines each reported higher salary averages, with increases ranging from less than 1 percent to 3.6 percent. Eight engineering disciplines also reported salary increases, which ranged from 1 percent to slightly more than 4 percent.

Petroleum engineering maintained its top salary position with an average of $2,502 per month, although this figure is 2.6 percent below the July figure of $2,568. Chemical engineering regained its second-place position with a monthly average of $2,215. In the December Preliminary Report, chemical engineering was in fifth place with an average salary of $2,132 per month.

The number of offers at the master's level compared with January 1983, is up. The increased activity was concentrated in the accounting and MBA/non-technical programs.

Repeating the pattern observed at the bachelor's level, starting salary averages in a number of graduate programs were below the closing offers in the July survey. Those categories reporting increases were generally held to gains of only 1 percent to 3 percent above July.

The January report covers the period from September 1, 1983, through January 6, 1984. The data include offers made to students graduating between September 1, 1983, and August 31, 1984. The 187 placement offices at the 162 participating colleges and universities reported 6,929 bachelor's offers, 922 offers to inexperienced and 120 offers to experienced master's degree candidates and 71 doctoral offers.

Additional copies of this report may be obtained for 75 cents each.

SCOPE AND NATURE OF THE SURVEY

The scope, nature, and coverage of the CPC *Salary Survey* are particularly important to the interpretation and proper use of the statistics.

The study surveys a fairly consistent population which includes 187 placement offices at 162 colleges and universities throughout the United States. Offers are reported from employing organizations in business, industry, government, and non-profit and educational organizations. The offers are base starting salary offers and do not include fringe benefits or overtime. The data cover a broad range of functional positions, except teaching. Confidentiality is maintained for the individual, the college, and the employer.

The *Survey* reports offers, not acceptances, with no limit on the number of offers per student. Therefore, offers in the study cannot be equated with actual hires, and when the economic climate changes substantially, the ratio of offers to hires usually changes also, making comparison with other years no longer valid. In those categories where offers are relatively few, the data should be regarded only as an indication.

The *Survey* is available only to members and *Salary Survey* subscribers of the College Placement Council and is intended for the professional use of its constituents. Formal reports are issued in January, March, and July. A Preliminary Report is issued in December and a Summer Supplement in October.

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AVERAGE MONTHLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Curriculum For All Types of Employers	Number of Offers		Average $ Offers		Percent Change in $ Offers from July 1983	Percentiles		
	January 1984	January 1983	January 1984	July 1983		90th	50th	10th
Business								
Accounting	1,570	1,362	$1,616	$1,565	3.3%	$1,833	$1,600	$1,425
Business—General (incl. Mgmt.)	808	549	1,496	1,486	0.7	1,927	1,459	1,125
Marketing & Distribution	381	249	1,462	1,411	3.6	1,800	1,417	1,117
Humanities and Social Sciences								
Humanities	91	97	1,374	1,380	– 0.4	1,840	1,350	900
Economics[1]	54	26	1,387	1,590	–12.8	1,750	1,336	1,000
Other Social Sciences	165	183	1,321	1,320	0.1	1,800	1,268	1,000
Engineering								
Aeronautical	76	62	2,092	2,004	4.4	2,320	2,130	1,750
Chemical	198	175	2,215	2,228	– 0.6	2,425	2,280	1,800
Civil (incl. Construction, Sanitary, & Transportation Engrg.)	208	133	1,918	1,869	2.6	2,316	1,869	1,500
Electrical (incl. Computer Engrg.)	1,460	1,059	2,155	2,128	1.3	2,350	2,200	1,800
Geological	10	10	2,046	2,089	– 2.1	*	*	*
Industrial	142	155	2,084	2,048	1.8	2,322	2,100	1,794
Mechanical	693	556	2,140	2,096	2.1	2,358	2,175	1,850
Metallurgical (incl. Metallurgy & Ceramic Engrg.)	40	26	2,170	2,146	1.1	2,400	2,225	1,977
Mining	15	9	1,887	2,041	– 7.6	*	*	*
Nuclear (incl. Engrg. Physics)	14	15	2,168	2,078	4.3	*	*	*
Petroleum	87	56	2,502	2,568	– 2.6	2,850	2,600	1,950
Engineering Technology	185	125	2,056	2,006	2.5	2,290	2,083	1,798
Sciences								
Agricultural Sciences	55	55	1,472	1,375	7.1	1,800	1,460	1,125
Biological Sciences	17	36	1,448	1,419	2.0	*	*	*
Chemistry	25	21	1,781	1,712	4.0	2,167	1,757	1,263
Computer Science	482	351	1,979	1,941	2.0	2,251	2,000	1,600
Health (Medical) Professions	65	30	1,347	1,584	–15.0	1,800	1,300	1,000
Mathematics	41	34	1,859	1,799	3.3	2,166	1,966	1,380
Other Physical & Earth Sciences	47	22	1,775	1,746	1.7	2,350	1,881	1,000
	6,929	5,396						

[1]Includes economics programs with both business and social science orientation.

*Not computed for fewer than 20 offers.

Participating Placement Offices

Akron
Alabama A & M
Arizona
Arizona State
Arkansas-Fayetteville
Auburn
Baylor
Bentley
Boston
Brigham Young
Brown
Bucknell
Calif. Inst. Tech
California
—Berkeley
—Los Angeles
Calif. Poly State-San Luis Obispo
California State
—Chico
—Fresno
—Long Beach
—Sacramento
Calif. State Poly Pomona
Carnegie-Mellon
Case Western Reserve
Cedar Crest
Chicago Grad Sch. of Bus.
City Univ. NY
—Bernard M. Baruch College
—City College
—Hunter College
Clemson
Cleveland State
Colorado
Colorado Mines
Colorado State
Columbia
Columbia Grad Sch. of Bus.
Connecticut
Cornell
Dartmouth
Delaware
Delaware State
Denver
Detroit
Duke
Duke - Fuqua Sch. of Bus.
Fairleigh Dickinson-Teaneck
Florida A & M
George Washington
Georgia
Georgia Tech
Grambling State
Grove City
Houston
IIT (Ill. Inst. Tech.)
Illinois at Chicago
Illinois - Urbana
—Engineering
—Commerce, Business
Indiana
IUP - Indiana, PA
Iowa
Iowa State
—Engineering
—Science, Humanities
Jackson State
Kansas
—Arts
—Business
—Engineering
Kansas State
Kentucky
Lafayette
Lamar
Lehigh
Lincoln (PA)
Louisiana Tech
Maine-Orono
Mary Washington
MIT (Mass. Inst. Tech.)
MIT - Sloan Management
Mass. - Amherst
Memphis State
Michigan
—Ann Arbor Engineering
—Ann Arbor Grad Sch. of Bus.
—Dearborn
Michigan State
Michigan Tech
Minnesota - Sch. of Management
Mississippi
Mississippi State
Missouri
—Columbia Engineering
—Kansas City
—Rolla
—St. Louis
Montana
Montana State
Morgan State
Mount Holyoke
Nebraska-Lincoln
Nevada-Reno
New Jersey Tech
New Mexico
New Mexico State
NYU Grad Sch. of Bus.
North Carolina
—Chapel Hill
—Greensboro
North Carolina A & T State
North Dakota
North Texas State
Northern Arizona
Northwestern
Northwestern
—Kellogg Grad Sch.
Ohio
Ohio State
—Administrative
—Arts
—Engineering
Oklahoma
Oklahoma State
Oklahoma State
—Agriculture
—Engineering
Oregon
Oregon State
Penn
Penn - Wharton Grad Sch.
Penn State
Penn State
—Capitol Campus
Pittsburgh
Polytechnic Institute of NY
Portland
Prairie View A & M
Princeton
Purdue
Rensselaer
Rhode Island
Rochester
Rochester - Grad Sch. of Mgmt.
Rutgers
—Camden Arts, Science
—New Brunswick
San Diego State
San Jose State
Smith
South Carolina State
South Dakota Mines
South Florida
Southern California
Southern Calif. - Grad Bus.
Southern Illinois
—Carbondale
—Edwardsville
Southern Methodist
Southern Univ. - Baton Rouge
Stanford
Stanford Grad Sch. of Bus.
SUNY Buffalo
Temple
Tennessee Knoxville
Tennessee State
Texas A & I
Texas A & M
Texas Tech
Texas
—Arlington
—Austin Bus. Admin.
—Austin Engineering
—El Paso
Toledo
Tulane
Union
Utah
Utah State
Vanderbilt
Vanderbilt - Owen Grad Sch.
Vassar
Villanova
Virginia
Virginia - Colgate Darden
Virginia State
Virginia Tech
Wake Forest
Wake Forest - Babcock Grad Sch.
Washington
Washington State
Wayne State
West Virginia
Williams
Wisconsin - Madison
—Agriculture
—Arts
—Business
—Engineering
Worcester Poly
Yale
Yale - Org. & Mgmt.

AVERAGE MONTHLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

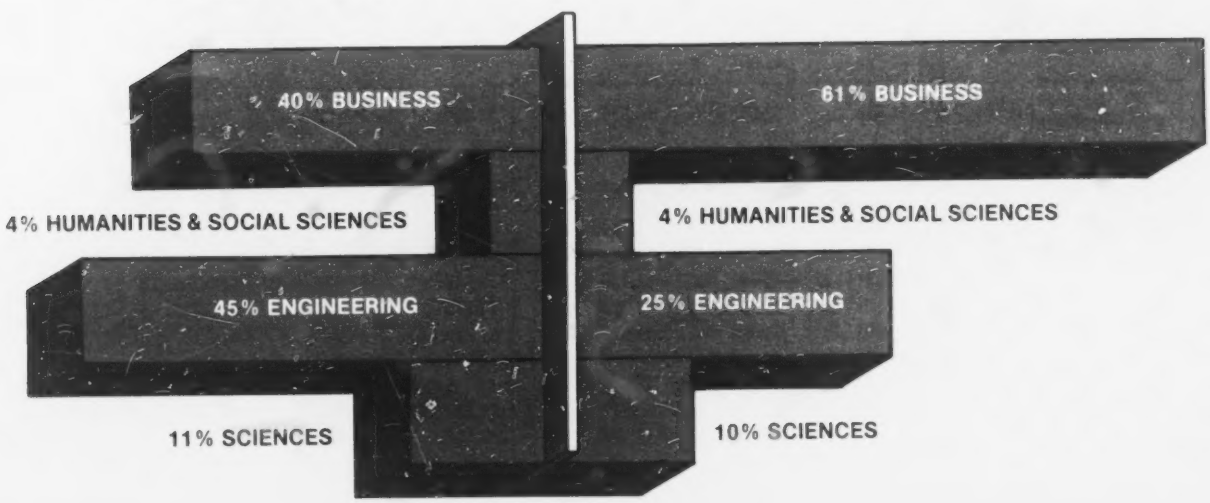
By Functional Area For All Types of Employers	Number of Offers		Average $ Offers		Percent Change in $ Offers from July 1983	Percentiles		
	January 1984	January 1983	January 1984	July 1983		90th	50th	10th
Accounting/Auditing	1,555	1,384	$1,613	$1,565	3.1%	$1,825	$1,600	$1,420
Business Administration	369	302	1,496	1,464	2.2	1,980	1,458	1,083
Communications	46	35	1,485	1,498	– 0.9	2,167	1,317	1000
Community & Service Orgs. Work	46	49	1,392	1,175	18.5	1,900	1,284	1000
EDP-Programming/Systems	543	382	1,973	1,945	1.5	2,250	2,000	1,600
Engineering	2,843	2,223	2,140	2,115	1.2	2,375	2,183	1,794
Farm & Natural Resources Mgmt.	15	11	1,348	1,326	1.7	*	*	*
Finance & Economics	201	138	1,520	1,563	– 2.8	1,916	1,500	1,120
Health (Medical) Services	75	47	1,353	1,530	–11.6	1,850	1,350	1,000
Manufacturing &/or Industrial Opns.	196	127	2,011	1,924	4.5	2,400	2,068	1,500
Mathematics/Statistics	37	24	1,795	1,734	3.5	2,141	1,875	1,380
Merchandising/Sales Promotion	332	241	1,384	1,318	5.0	1,700	1,333	1,050
Personnel/Employee Relations	34	23	1,377	1,375	0.2	1,870	1,275	875
Research—Non-Scientific	30	20	1,578	1,649	– 4.3	2,255	1,479	1,000
Research—Scientific	109	82	1,925	1,805	6.7	2,375	2,005	1,300
Rotational Training—Non-Technical	131	77	1,379	1,397	– 1.3	1,675	1,325	1,100
Rotational Training—Technical	54	28	2,055	1,900	8.2	2,400	2,092	1,500
Sales—Non-Technical Degree	286	177	1,466	1,464	0.1	1,760	1,500	1,083
Sales—Tech./Scientific Degree	27	26	1,748	1,880	– 7.0	2,300	1,825	1,125
	6,929	5,396						

*Not computed for fewer than 20 offers

PROPORTION OF OFFERS BY CURRICULAR AREA

Bachelor's Degree Candidates

Total Offers = 6,929



Master's Degree Candidates

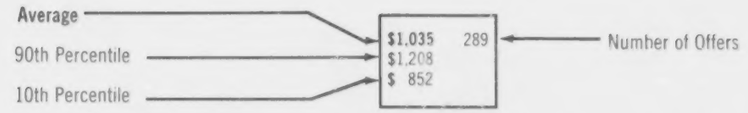
(Inexperienced)

Total Offers = 922

Monthly beginning salary offers to all candidates by curriculum and employer

Formal Report No. 1 ■ January 1984 ■ Data combined for men and women

Diagram indicates arrangement of data in blocks.



The 90th percentile is that salary offer above which 10 percent of the offers are located. The 10th percentile is that salary offer below which 10 percent of the offers are located. Not computed for fewer than 20 offers.

NON-TECHNICAL

CURRICULUM	BUSINESS: Accounting—Public	BUSINESS: Banking, Finance, & Insurance	BUSINESS: Merchandising (Retail & Wholesale) & Services	MANUFACTURING & INDUSTRIAL: Aerospace, Electronics, & Instruments	MANUFACTURING & INDUSTRIAL: Automotive & Mechanical Equipment	MANUFACTURING & INDUSTRIAL: Building Materials Mfrs. & Construction	MANUFACTURING & INDUSTRIAL: Chemicals, Drugs, & Allied Products	MANUFACTURING & INDUSTRIAL: Electrical Machinery & Equipment	MANUFACTURING & INDUSTRIAL: Food & Beverage Processing	MANUFACTURING & INDUSTRIAL: Glass, Paper, Packaging, & Allied Products	MANUFACTURING & INDUSTRIAL: Metals & Metal Products	MANUFACTURING & INDUSTRIAL: Petroleum & Allied Products (incl. Nat. Gas)	MANUFACTURING & INDUSTRIAL: Research &/or Consulting Organizations	MANUFACTURING & INDUSTRIAL: Tire & Rubber	MANUFACTURING & INDUSTRIAL: Utilities—Public (incl. Transportation)	GOVT & NON-PROFIT: Government—Federal	GOVT & NON-PROFIT: Government—Local/State	GOVT & NON-PROFIT: Non-Profit Orgs. & Educational Institutions
BACHELOR'S DEGREE																		
Accounting	$1,621 1,284 $1,800 $1,500	$1,430 45 $1,916 $1,000	$1,545 44 $2,000 $1,125	$1,597 24 $1,833 $1,375	$1,765 5	$1,523 4	$1,746 15	$1,674 10	$1,637 16	$1,854 4	$1,504 4	$1,752 52 $2,000 $1,600	$1,583 6	$1,635 1	$1,644 17	$1,480 14	$1,461 12	$1,416 13
Business—General (incl. Mgmt.)	$1,718 40 $1,883 $1,500	$1,405 146 $1,875 $1,000	$1,343 295 $1,625 $1,050	$1,691 86 $2,080 $1,320	$1,733 6	$1,518 15	$1,803 21 $2,250 $1,508	$1,640 24 $1,887 $1,400	$1,601 42 $1,950 $1,300	$1,715 16	$1,620 7	$1,823 33 $2,150 $1,500	$1,636 22 $2,000 $1,386	$1,300 2	$1,667 17	$1,300 22 $1,416 $1,114	$1,539 9	$1,523 5
Marketing & Distribution		$1,455 19	$1,391 206 $1,667 $1,100	$1,584 29 $1,900 $1,333	$1,599 11	$1,610 9	$1,640 16	$1,504 20 $2,000 $1,208	$1,590 32 $1,950 $1,300	$1,562 12	$1,569 4	$1,468 3	$1,566 3		$1,532 10	$1,368 3	$ 917 2	$1,059 2
Humanities		$1,387 14	$1,277 35 $1,875 $ 800	$1,664 5		$1,250 2	$1,788 3	$2,125 2	$1,458 1		$1,542 1		$1,194 3		$1,200 2	$1,470 7	$1,508 7	$1,184 9
Economics	$1,658 5	$1,353 17	$1,202 13	$1,100 2	$2,025 2	$1,000 1	$1,663 2	$1,416 4	$1,475 3				$1,475 2		$1,750 1	$1,307 2		
Other Social Sciences		$1,352 11	$1,292 70 $1,667 $ 970	$1,584 7	$1,412 3	$ 800 1	$1,025 2	$1,335 3	$1,941 1	$1,083 1	$1,813 2	$2,000 1	$1,200 2		$1,377 4	$1,435 13	$1,383 13	$1,204 31 $1,600 $1,000
MASTER'S DEGREE-INEXPERIENCED																		
MBA—Non-Technical Undergraduate Degree	$1,920 75 $2,125 $1,750	$2,117 68 $2,460 $1,667	$1,839 32 $2,500 $1,200	$2,081 12	$1,733 1	$2,300 1	$2,254 8	$2,051 7	$2,206 8	$1,500 1	$2,083 2	$2,019 11	$2,090 6		$2,085 5	$1,758 4	$1,802 4	$1,783 3
MBA—Technical Undergraduate Degree	$1,973 7	$2,095 7	$1,830 1	$2,150 8	$1,750 1		$2,850 1	$2,320 1		$2,419 3	$1,917 1	$2,275 2			$2,484 2		$1,900 1	
BACHELOR'S SUMMARY																		
Non-Technical Curricula	$1,624 1,329 $1,825 $1,500	$1,407 252 $1,833 $1,000	$1,360 663 $1,700 $1,020	$1,642 153 $1,975 $1,320	$1,671 27 $2,083 $1,070	$1,489 32 $1,650 $1,250	$1,712 59 $2,100 $1,375	$1,589 65 $2,000 $1,250	$1,602 95 $1,941 $1,300	$1,657 33 $1,900 $1,350	$1,600 18	$1,772 89 $2,083 $1,500	$1,556 38 $1,917 $1,100	$1,412 3	$1,593 51 $2,000 $1,200	$1,393 61 $1,750 $1,114	$1,436 43 $1,750 $1,084	$1,268 60 $1,600 $1,000
Technical Curricula	$1,847 28 $2,125 $1,541	$1,715 40 $2,020 $1,342	$1,643 79 $2,333 $1,100	$2,166 1,761 $2,333 $2,000	$2,189 156 $2,410 $1,850	$1,943 84 $2,300 $1,500	$2,163 204 $2,425 $1,770	$2,151 222 $2,334 $1,920	$1,994 60 $2,300 $1,500	$2,033 40 $2,300 $1,750	$2,115 65 $2,400 $1,800	$2,333 246 $2,700 $1,950	$2,039 157 $2,383 $1,600	$2,119 11	$2,138 258 $2,400 $1,850	$1,699 336 $2,000 $1,380	$1,715 43 $1,974 $1,416	$1,380 70 $2,000 $1,000

Bachelor's Degree

TECHNICAL

CURRICULUM	Accounting—Public	Banking, Finance, & Insurance	Merchandising (Retail & Wholesale) & Services	Aerospace, Electronics, & Instruments	Automotive & Mechanical Equipment	Building Materials Mfrs. & Construction	Chemicals, Drugs, & Allied Products	Electrical Machinery & Equipment
Aeronautical Engineering				$2,156 57 $2,320 $2,040	$2,345 1	$2,291 1	$2,000 1	$2,250 1
Chemical Engineering				$2,142 29 $2,330 $1,700	$2,212 6	$1,755 3	$2,301 90 $2,425 $2,150	$2,171 6
Civil Engineering (incl. Construction, Sanitary, & Transportation Engrg.)		$1,342 1	$ 900 1	$2,217 15	$2,342 5	$1,863 37 $2,200 $1,416	$2,087 3	
Electrical Engineering (incl. Computer Engrg.)	$1,958 3		$2,320 5	$2,203 921 $2,350 $2,040	$2,259 35 $2,383 $2,100	$2,194 6	$2,143 26 $2,350 $2,025	$2,177 124 $2,335 $1,980
Geological Engineering	$1,120 1							
Industrial Engineering	$1,940 9	$2,518 2	$1,888 8	$2,096 48 $2,291 $1,925	$2,110 18	$2,081 4	$2,086 8	$2,078 10
Mechanical Engineering		$2,417 2	$2,098 4	$2,168 292 $2,321 $2,015	$2,193 64 $2,450 $1,850	$2,041 18	$2,228 32 $2,300 $2,125	$2,186 44 $2,334 $2,000
Metallurgical Engineering (incl. Metallurgy & Ceramic Engrg.)				$2,211 7	$2,266 12		$2,080 5	
Mining Engineering			$1,542 2	$1,040 1		$1,125 1	$2,079 2	
Nuclear Engineering (incl. Engrg. Physics)				$2,110 7				$2,230 1
Petroleum Engineering	$1,667 1			$2,428 3		$2,445 1		
Engineering Technology			$1,606 4	$2,113 106 $2,270 $1,950	$1,993 2	$1,899 6	$2,500 1	$2,073 15
Agricultural Sciences		$1,434 10	$1,410 15			$1,500 1	$1,440 4	
Biological Sciences			$1,300 2	$1,839 1	$1,667 1		$2,396 2	
Chemistry			$2,333 1	$2,000 2			$1,790 16	
Computer Science	$1,850 13	$1,634 14	$1,736 23 $2,000 $1,458	$2,078 250 $2,275 $1,900	$1,989 10	$2,017 5	$1,854 14	$2,031 18
Health (Medical) Professions		$1,500 1	$1,398 9					$ 938 1
Mathematics		$1,929 9	$1,193 2	$2,086 14	$2,029 2			$2,083 1
Other Physical & Earth Sciences	$1,540 1	$1,300 1	$1,114 3	$2,075 8		$1,925 1		$2,375 1

Food & Beverage Processing	Glass, Paper, Packaging, & Allied Products	Metals & Metal Products	Petroleum & Allied Products (incl. Nat. Gas)	Research &/or Consulting Organizations	Tire & Rubber	Utilities—Public (incl. Transportation)	Government—Federal	Government—Local/State	Non-Profit Orgs. & Educational Institutions
				$2,263 2	$2,125 1		$1,753 10	$1,675 1	$1,400 1
$2,218 9	$2,197 7	$2,081 4	$2,328 23 $2,450 $2,000	$2,079 6	$2,230 2	$2,154 7	$1,515 5	$1,000 1	
$2,415 1	$2,300 1	$1,333 2	$2,296 4	$2,016 42 $2,140 $1,675		$1,959 31 $2,400 $1,592	$1,794 33 $2,100 $1,458	$1,734 32 $1,856 $1,594	
$2,394 4	$2,225 3	$2,252 7	$2,352 25 $2,583 $2,101	$2,276 30 $2,417 $2,083	$2,187 3	$2,230 103 $2,433 $2,100	$1,724 161 $2,000 $1,448	$2,126 2	$2,283 2
			$2,229 8	$1,500 1					
$2,050 5	$2,055 5	$2,103 9	$2,350 1	$2,166 6		$2,281 6	$1,829 3		
$2,194 13	$2,181 13	$2,177 16	$2,307 45 $2,455 $2,101	$2,209 18	$2,128 4	$2,175 67 $2,350 $2,085	$1,679 61 $1,980 $1,448		
		$2,220 10				$2,079 1	$1,885 5		
		$2,700 2	$2,362 2			$2,030 1	$1,746 2	$1,625 2	
				$2,221 2		$2,227 4			
		$2,400 1	$2,566 76 $2,850 $2,053	$1,866 3			$1,621 2		
$1,870 9	$2,234 2	$2,111 4	$2,333 6	$1,791 10		$2,038 9	$1,981 9		$1,563 2
$1,677 14	$1,350 1	$1,750 1		$1,363 2			$1,191 6	$1,754 1	
	$1,050 1			$1,434 2		$1,384 2			$1,173 6
$1,210 1	$1,917 2	$1,850 1	$1,500 1				$1,158 1		
$1,848 4	$1,604 4	$1,866 8	$2,006 44 $2,166 $1,900	$2,065 19	$1,650 1	$2,112 19	$1,587 23 $1,880 $1,153	$1,654 2	$1,582 11
				$1,300 1		$1,480 5	$1,305 2		$1,330 46 $1,900 $1,000
			$1,860 1	$1,840 4		$1,974 2	$1,380 5		$1,083 1
	$1,208 1		$2,309 10	$1,612 9		$1,083 1	$1,580 8	$1,517 2	$ 772 1

AVERAGE MONTHLY SALARY OFFERS

Master's Candidates-Inexperienced[1]

(Data Combined for Men and Women)

Graduate Program	Number of Offers: January 1984	Number of Offers: January 1983	Average $ Offers: January 1984	Average $ Offers: July 1983	Percent Change in $ Offers from July 1983	Percentiles: 90th	Percentiles: 50th	Percentiles: 10th
Business								
Accounting	227	82	$1,924	$1,891	1.8%	$2,167	$1,950	$1,666
MBA—Non-technical undergraduate								
Less than 1 year	248	174	2,001	2,215	– 9.7	2,400	2,000	1,665
Over 1 to 2 years[2]	52	40	2,228	2,484	–10.3	2,666	2,158	1,750
Over 2 to 4 years[2]	21	18	2,321	2,632	–11.8	2,833	2,250	2,000
Over 4 years[2]	31	14	2,410	2,672	– 9.8	3,166	2,416	1,666
MBA—Technical undergraduate								
Less than 1 year	35	32	2,144	2,524	–15.1	2,667	2,125	1,750
Over 1 to 2 years[2]	8	12	2,427	2,722	–10.8	*	*	*
Over 2 to 4 years[2]	8	7	2,381	2,780	–14.4	*	*	*
Over 4 years[2]	+	5	+	2,800	+	*	*	*
MS—Business (incl. Management, Marketing, Finance, etc.)	34	31	2,028	2,122	– 4.4	2,500	2,046	1,410
Industrial Mgmt. (incl. Industrial Admin.)	8	4	1,993	2,196	– 9.2	*	*	*
Administration (incl. Public, Hospital, etc.)	10	21	1,691	1,868	– 9.5	*	*	*
Humanities and Social Sciences								
Humanities	10	11	1,323	1,617	–18.2	*	*	*
Social Sciences	23	28	1,565	1,606	– 2.6	2,000	1,500	1,083
Engineering								
Chemical	24	10	2,401	2,404	– 0.1	2,675	2,416	2,166
Civil (incl. Construction, Sanitary, & Transportation Engrg.)	31	9	2,162	2,260	– 4.3	2,583	2,200	1,800
Electrical (incl. Computer Engrg.)	98	62	2,466	2,461	0.2	2,727	2,500	2,158
Industrial	22	13	2,452	2,291	7.0	2,750	2,425	2,167
Mechanical	57	47	2,460	2,400	2.8	2,625	2,483	2,292
Nuclear (incl. Engrg. Physics)	2	7	2,475	2,386	3.7	*	*	*
Sciences								
Chemistry	8	4	2,156	2,203	– 2.1	*	*	*
Computer Science	58	26	2,425	2,359	2.8	2,750	2,440	2,000
Geology & Related Geological Sciences	10	16	2,302	2,472	– 6.9	*	*	*
Mathematics	4	2	1,984	2,124	– 6.6	*	*	*
Metallurgy (incl. Met. Engrg., Materials Engrg./Sc., & Ceramics)	13	1	2,448	2,417	1.3	*	*	*
	1,042	676						

Doctoral Candidates

Engineering								
Chemical	11	7	$3,205	$3,130	2.4%	*	*	*
Civil (incl. Construction, Sanitary, & Transportation Engrg.)	2	3	2,804	2,936	– 4.5	*	*	*
Electrical (incl. Computer Engrg.)	20	17	2,994	3,200	– 6.4	$3,750	$3,188	$2,000
Mechanical	4	6	3,448	3,150	9.5	*	*	*
Sciences								
Chemistry	19	24	2,840	2,694	5.4	*	*	*
Mathematics (incl. Operations Research, Statistics, & Actuarial Science)	5	9	3,291	2,585	27.3	*	*	*
Metallurgy (incl. Met. Engrg., Materials Engrg./Sc., & Ceramics)	1	3	3,467	3,072	12.9	*	*	*
Physics	9	17	2,766	2,903	– 4.7	*	*	*
	71	86						

[1]One year or less of full-time, non-military employment unless otherwise indicated.
[2]Years of previous full-time, non-military employment.

*Not computed for fewer than 20 offers.
+No offers reported.

A3940-2-4 4/5/84

The College Placement Council
62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

A study of 1983-1984 beginning offers / Formal Report No. 2, March 1984

The nation's economic recovery continues to gain speed in most sectors. The mood is upbeat. Although some companies feel that the expansion is slowing, they still think that 1984 will be a good year—their best in some time.

One by-product of the expansion is an increase in college recruiting activity. However, starting salary offers have remained fairly stable. Only slight upward movement has been reported.

Conversations with employers indicate several reasons for this trend. First, with inflation apparently under control, employers feel less pressure to escalate salaries. Second, companies just pulling out of lean times are unwilling or unable to increase starting rates. They also recognize that there is a pool of new graduates anxious for jobs. This year's graduates, having witnessed the effects of the recession on recent classmates, have more modest expectations. They seem to feel that things are good, but not that good—at least not yet. And, while they see activity picking up, most are not willing to press their luck.

Third, many employers still remember the problems of internal salary compression that they struggled with during the years of spiraling increases in starting rates, and none are anxious to face those problems again. Therefore, most are committed, at least in the short term, to holding the line on starting salaries.

When employers do talk of possible salary increases, their projections through the end of the year are between 3 percent and 6 percent. That train of thought is supported by the data in this report. Averages in six disciplines at the bachelor's level are still below the July figures. However, a number of disciplines have inched up slightly since the beginning of the year.

For example, in the December report, accounting posted a 2.7 percent gain over July's figure. This has grown to 3.6 percent for a monthly average of $1,622. Measured gains also have been reported in some engineering salaries. Although averages in several of the limited-volume categories, such as geological engineering, mining engineering, and petroleum engineering, have actually dropped since July, others are slightly ahead and continue to creep up as the year progresses. Increases in engineering ranged from less than 1 percent to 6.5 percent.

As usual, petroleum engineering drew the highest salary offer—$2,528 per month. However, hit hard by the downturn in the oil industry, the average is still below the July figure of $2,568.

On the other hand, this may be a brighter year for chemical engineers. After slipping in the December report, chemical engineering regained its traditional second-place position in the January report and remains in that spot in this report. The volume of offers in this category is up significantly since the January report and the average salary, which was below the July figure at that time, has now moved up to $2,273, a 2 percent increase over the July figure.

The three business disciplines each received significantly more job offers, compared with this time last year. And each increased in salary average, with increases ranging from 1 percent to 4 percent. Computer science recorded a major increase in reported job offers and a monthly salary average of $2,004, up 3.3 percent since July.

Repeating the pattern observed at the bachelor's level, the number of offers increased dramatically in most of the graduate programs, but starting salaries in more than half of the programs are below the closing offers in the July survey. Those categories reporting increases generally made gains of just under 2 percent to 8.3 percent.

The March report covers the period from September 1, 1983, through March 2, 1984. The data include offers made to students graduating between September 1, 1983, and August 31, 1984.

Additional copies of this report can be obtained by CPC members and subscribers to the *Salary Survey* package for 75 cents each.

SCOPE AND NATURE OF THE SURVEY

The scope, nature, and coverage of the CPC *Salary Survey* are particularly important to the interpretation and proper use of the statistics.

The study surveys a fairly consistent population which includes 187 placement offices at 162 colleges and universities throughout the United States. Offers are reported from employing organizations in business, industry, government, and non-profit and educational organizations. The offers are base starting salary offers and do not include fringe benefits or overtime. The data cover a broad range of functional positions, except teaching. Confidentiality is maintained for the individual, the college, and the employer.

The *Survey* reports offers, not acceptances, with no limit on the number of offers per student. Therefore, offers in the study cannot be equated with actual hires, and when the economic climate changes substantially, the ratio of offers to hires usually changes also, making comparison with other years no longer valid. In those categories where offers are relatively few, the data should be regarded only as an indication.

The *Survey* is available only to members and *Salary Survey* subscribers of the College Placement Council and is intended for the professional use of its constituents. Formal reports are issued in January, March, and July. A Preliminary Report is issued in December and a Summer Supplement in October.

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AVERAGE MONTHLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Curriculum For All Types of Employers	Number of Offers March 1984	Number of Offers March 1983	Average $ Offers March 1984	Average $ Offers July 1983	Percent Change in $ Offers from July 1983	Percentiles 90th	Percentiles 50th	Percentiles 10th
Business								
Accounting	3,454	2,833	$1,622	$1,565	3.6%	$1,833	$1,625	$1,467
Business—General (incl. Mgmt.)	1,385	873	1,504	1,486	1.2	1,958	1,492	1,100
Marketing & Distribution	594	393	1,468	1,411	4.0	1,833	1,419	1,140
Humanities and Social Sciences								
Humanities	153	125	1,339	1,380	- 3.0	1,833	1,300	900
Economics[1]	87	58	1,443	1,590	- 9.3	1,800	1,458	1,000
Other Social Sciences	267	229	1,310	1,320	- 0.8	1,750	1,258	917
Engineering								
Aeronautical	142	155	2,121	2,004	5.8	2,345	2,133	1,794
Chemical	629	458	2,273	2,228	2.0	2,450	2,308	2,050
Civil (incl. Construction, Sanitary, & Transportation Engrg.)	415	239	1,883	1,869	0.8	2,300	1,833	1,500
Electrical (incl. Computer Engrg.)	3,053	2,431	2,175	2,128	2.2	2,375	2,210	1,900
Geological	26	16	1,988	2,089	- 4.8	2,550	2,271	1,000
Industrial	340	271	2,105	2,048	2.8	2,333	2,125	1,833
Mechanical	1,642	1,225	2,173	2,096	3.7	2,397	2,195	1,917
Metallurgical (incl. Metallurgy & Ceramic Engrg.)	93	76	2,197	2,146	2.4	2,361	2,250	2,000
Mining	22	13	1,947	2,041	- 4.6	2,500	1,979	1,125
Nuclear (incl. Engrg. Physics)	26	29	2,214	2,078	6.5	2,340	2,236	2,080
Petroleum	179	130	2,528	2,568	- 1.6	2,850	2,600	2,025
Engineering Technology	339	228	2,061	2,006	2.7	2,333	2,083	1,750
Sciences								
Agricultural Sciences	121	74	1,402	1,375	2.0	1,900	1,350	1,090
Biological Sciences	30	44	1,388	1,419	- 2.2	1,833	1,295	1,033
Chemistry	48	48	1,761	1,712	2.9	2,250	1,754	1,210
Computer Science	1,137	661	2,004	1,941	3.3	2,268	2,050	1,650
Health (Medical) Professions	162	103	1,596	1,584	0.8	2,083	1,667	1,083
Mathematics	92	82	1,926	1,799	7.1	2,220	2,018	1,380
Other Physical & Earth Sciences	74	37	1,816	1,746	4.0	2,350	1,936	1,041
	14,510	10,831						

[1]Includes economics programs with both business and social science orientation.

Participating Placement Offices

Akron
Alabama A & M
Arizona
Arizona State
Arkansas Fayetteville
Auburn
Baylor
Bentley
Boston
Brigham Young
Brown
Bucknell
Calif. Inst. Tech
California
—Berkeley
—Los Angeles
Calif. Poly State-San Luis Obispo
California State
—Chico
—Fresno
—Long Beach
—Sacramento
Calif. State Poly-Pomona
Carnegie-Mellon
Case Western Reserve
Cedar Crest
Chicago - Grad Sch. of Bus.
City Univ. NY
—Bernard M. Baruch College
—City College
—Hunter College
Clemson
Cleveland State
Colorado
Colorado Mines
Colorado State
Columbia
Columbia - Grad Sch. of Bus.
Connecticut
Cornell
Dartmouth
Delaware
Delaware State
Denver
Detroit
Duke
Duke - Fuqua Sch. of Bus.
Fairleigh Dickinson-Teaneck
Florida A & M
George Washington
Georgia
Georgia Tech
Grambling State
Grove City
Houston
IIT (Ill. Inst. Tech.)
Illinois at Chicago
Illinois - Urbana
—Engineering
—Commerce, Business
Indiana
IUP - Indiana, PA
Iowa
Iowa State
—Engineering
—Science, Humanities
Jackson State
Kansas
—Arts
—Business
—Engineering
Kansas State
Kentucky
Lafayette
Lamar
Lehigh
Lincoln (PA)
Louisiana Tech
Maine-Orono
Mary Washington
MIT (Mass. Inst. Tech.)
MIT - Sloan Management
Mass. - Amherst
Memphis State
Michigan
—Ann Arbor Engineering
—Ann Arbor - Grad Sch. of Bus.
—Dearborn
Michigan State
Michigan Tech
Minnesota - Sch. of Management
Mississippi
Mississippi State
Missouri
—Columbia Engineering
—Kansas City
—Rolla
—St. Louis
Montana
Montana State
Morgan State
Mount Holyoke
Nebraska-Lincoln
Nevada-Reno
New Jersey Tech
New Mexico
New Mexico State
NYU - Grad Sch. of Bus.
North Carolina
—Chapel Hill
—Greensboro
North Carolina A & T State
North Dakota
North Texas State
Northern Arizona
Northwestern
Northwestern
—Kellogg Grad Sch.
Ohio
Ohio State
—Administrative
—Arts
—Engineering
Oklahoma
Oklahoma State
Oklahoma State
—Agriculture
—Engineering
Oregon
Oregon State
Penn
Penn - Wharton Grad Sch.
Penn State
Penn State - Capitol Campus
Pittsburgh
Polytechnic Institute of NY
Portland
Prairie View A & M
Princeton
Purdue
Rensselaer
Rhode Island
Rochester
Rochester - Grad Sch. of Mgmt.
Rutgers
—Camden Arts, Science
—New Brunswick
San Diego State
San Jose State
Smith
South Carolina State
South Dakota Mines
South Florida
Southern California
Southern Calif. - Grad Bus.
Southern Illinois
—Carbondale
—Edwardsville
Southern Methodist
Southern Univ. - Baton Rouge
Stanford
Stanford - Grad Sch. of Bus.
SUNY-Buffalo
Temple
Tennessee Knoxville
Tennessee State
Texas A & I
Texas A & M
Texas Tech
Texas
—Arlington
—Austin Bus. Admin.
—Austin Engineering
—El Paso
Toledo
Tulane
Union
Utah
Utah State
Vanderbilt
Vanderbilt - Owen Grad Sch.
Vassar
Villanova
Virginia
Virginia - Colgate Darden
Virginia State
Virginia Tech
Wake Forest
Wake Forest - Babcock Grad Sch.
Washington
Washington State
Wayne State
West Virginia
Williams
Wisconsin - Madison
—Agriculture
—Arts
—Business
—Engineering
Worcester Poly
Yale
Yale - Org. & Mgmt.

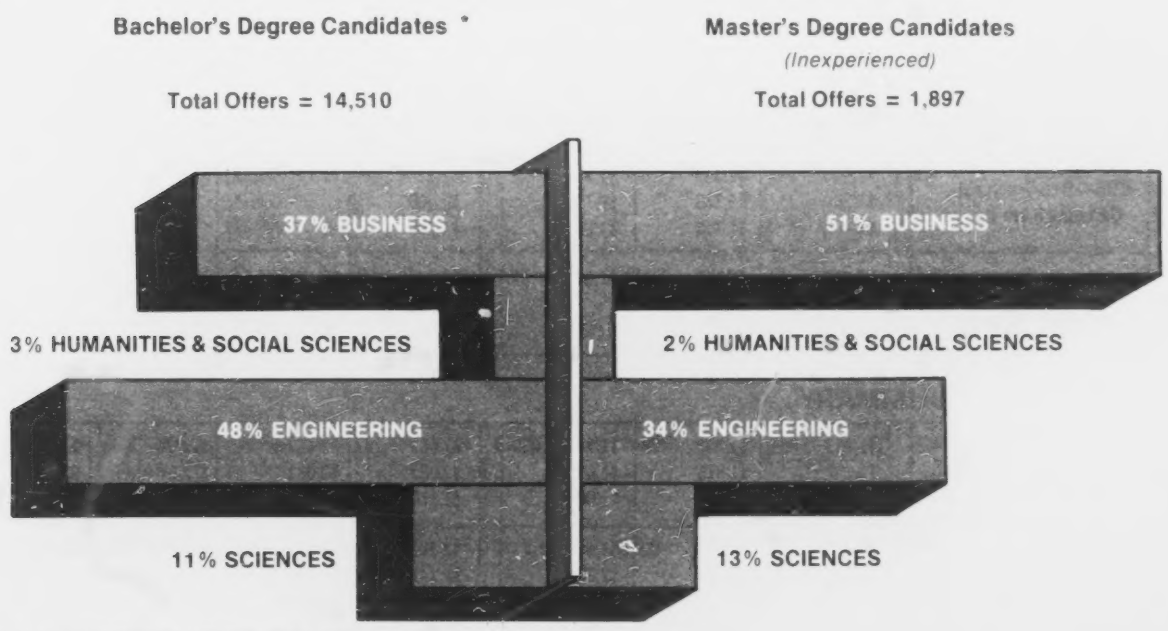
AVERAGE MONTHLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Functional Area For All Types of Employers	Number of Offers March 1984	Number of Offers March 1983	Average $ Offers March 1984	Average $ Offers July 1983	Percent Change in $ Offers from July 1983	Percentiles 90th	Percentiles 50th	Percentiles 10th
Accounting/Auditing	3,455	2,876	$1,619	$1,565	3.5	$1,800	$1,625	$1,463
Business Administration	654	510	1,499	1,464	2.4	2,000	1,458	1,083
Communications	85	50	1,516	1,498	1.2	2,175	1,379	1,000
Community & Service Orgs. Work	72	74	1,343	1,175	14.3	1,865	1,259	900
EDP-Programming/Systems	1,241	752	1,996	1,943	2.7	2,270	2,047	1,620
Engineering	6,400	4,945	2,168	2,115	2.5	2,405	2,200	1,800
Farm & Natural Resources Mgmt.	38	17	1,347	1,326	1.6	1,754	1,317	1,000
Finance & Economics	303	219	1,523	1,563	- 2.6	1,917	1,516	1,125
Health (Medical) Services	184	125	1,543	1,530	0.9	2,000	1,582	1,000
Manufacturing &/or Industrial Oprs.	324	215	1,991	1,924	3.5	2,350	2,041	1,500
Mathematics/Statistics	74	46	1,844	1,734	6.3	2,167	1,914	1,380
Merchandising/Sales Promotion	521	319	1,373	1,318	4.2	1,675	1,333	1,085
Personnel/Employee Relations	86	35	1,440	1,375	4.7	2,000	1,369	1,000
Research—Non-Scientific	67	29	1,715	1,649	4.0	2,330	1,808	1,000
Research—Scientific	206	153	1,916	1,805	6.2	2,350	2,028	1,263
Rotational Training—Non-Technical	195	119	1,380	1,397	- 1.2	1,750	1,300	1,083
Rotational Training—Technical	97	64	2,066	1,900	8.7	2,400	2,151	1,500
Sales—Non-Technical Degree	458	248	1,493	1,464	2.0	1,833	1,500	1,100
Sales—Tech./Scientific Degree	50	35	1,823	1,880	- 3.0	2,250	1,867	1,250
	14,510	10,831						

PROPORTION OF OFFERS BY CURRICULAR AREA

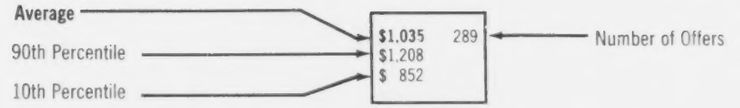


*Due to rounding of figures, total may not equal 100%

Monthly beginning salary offers to all candidates by curriculum and employer

Formal Report No. 2 ■ March 1984 ■ Data combined for men and women

Diagram indicates arrangement of data in blocks.



The 90th percentile is that salary offer above which 10 percent of the offers are located. The 10th percentile is that salary offer below which 10 percent of the offers are located. Not computed for fewer than 20 offers.

NON-TECHNICAL

CURRICULUM	BUSINESS: Accounting—Public	BUSINESS: Banking, Finance, & Insurance	BUSINESS: Merchandising (Retail & Wholesale) & Services	MANUFACTURING ■ INDUSTRIAL: Aerospace, Electronics, & Instruments	MANUFACTURING ■ INDUSTRIAL: Automotive & Mechanical Equipment	MANUFACTURING ■ INDUSTRIAL: Building Materials Mfrs. & Construction	MANUFACTURING ■ INDUSTRIAL: Chemicals, Drugs, & Allied Products	MANUFACTURING ■ INDUSTRIAL: Electrical Machinery & Equipment	MANUFACTURING ■ INDUSTRIAL: Food & Beverage Processing	MANUFACTURING ■ INDUSTRIAL: Glass, Paper, Packaging, & Allied Products	MANUFACTURING ■ INDUSTRIAL: Metals & Metal Products	MANUFACTURING ■ INDUSTRIAL: Petroleum & Allied Products (incl. Nat. Gas)	MANUFACTURING ■ INDUSTRIAL: Research &/or Consulting Organizations	MANUFACTURING ■ INDUSTRIAL: Tire & Rubber	MANUFACTURING ■ INDUSTRIAL: Utilities—Public (incl. Transportation)	GOVT ■ NON-PROFIT: Government—Federal	GOVT ■ NON-PROFIT: Government—Local/State	GOVT ■ NON-PROFIT: Non-Profit Orgs. & Educational Institutions
BACHELOR'S DEGREE																			
Accounting	$1,622 2,856 $1,792 $1,500	$1,486 92 $1,916 $1,150	$1,514 71 $1,900 $1,125	$1,667 51 $1,935 $1,416	$1,801 14	$1,548 9	$1,748 45 $2,000 $1,575	$1,667 21 $1,995 $1,416	$1,672 42 $1,875 $1,458	$1,789 16	$1,468 12	$1,745 135 $1,875 $1,608	$1,583 6	$1,605 2	$1,655 26 $1,883 $1,450	$1,446 20 $1,600 $1,114	$1,464 21 $1,600 $1,320	$1,411 15
Business—General (incl. Mgmt.)	$1,646 79 $1,880 $1,417	$1,420 263 $1,833 $1,000	$1,335 476 $1,625 $1,083	$1,739 162 $2,150 $1,360	$1,545 12	$1,536 20 $1,667 $1,416	$1,759 40 $2,100 $1,500	$1,636 40 $1,935 $1,400	$1,628 72 $2,000 $1,250	$1,673 26 $2,000 $1,333	$1,672 13	$1,824 60 $2,058 $1,583	$1,648 32 $2,000 $1,333	$1,300 2	$1,740 30 $2,417 $1,083	$1,298 33 $1,525 $1,100	$1,466 15	$1,357 10
Marketing & Distribution	$1,658 2	$1,536 34 $2,083 $1,100	$1,372 299 $1,667 $1,083	$1,581 53 $1,900 $1,200	$1,640 17	$1,610 9	$1,651 35 $1,833 $1,400	$1,516 28 $2,000 $1,100	$1,585 47 $2,000 $1,250	$1,567 17	$1,504 7	$1,604 8	$1,420 5		$1,596 20 $1,800 $1,250	$1,404 6	$ 811 3	$1,263 4
Humanities	$1,416 2	$1,368 20 $1,800 $1,000	$1,246 61 $1,700 $ 834	$1,573 8	$2,083 1	$1,306 3	$1,455 6	$1,734 4	$1,458 1		$1,471 2		$1,271 4		$1,766 4	$1,463 8	$1,455 9	$1,154 20 $1,414 $1,000
Economics	$1,685 11	$1,396 27 $1,950 $ 950	$1,214 17	$1,289 3	$2,025 2	$1,000 1	$1,797 5	$1,416 4	$1,470 5		$1,250 1	$1,610 1	$1,483 3		$1,750 1	$1,521 3	$1,384 1	$1,385 2
Other Social Sciences	$1,625 1	$1,257 22 $1,650 $ 917	$1,266 108 $1,666 $ 916	$1,602 10	$1,484 6	$ 800 1	$1,267 3	$1,397 5	$1,433 4	$1,083 1	$1,813 2	$2,000 1	$1,267 4		$1,567 7	$1,442 20 $1,750 $1,200	$1,338 20 $1,750 $ 916	$1,214 52 $1,474 $ 958
MASTER'S DEGREE-INEXPERIENCED																		
MBA—Non-Technical Undergraduate Degree	$1,925 138 $2,201 $1,708	$2,383 119 $3,333 $1,750	$1,882 49 $2,750 $1,250	$2,126 26 $2,500 $1,700	$1,700 2	$2,177 4	$2,380 16	$2,160 9	$2,459 17	$2,090 5	$2,126 5	$2,099 20 $2,375 $1,800	$2,292 17		$2,038 9	$1,758 4	$1,625 5	$1,588 4
MBA—Technical Undergraduate Degree	$2,088 14	$2,510 15	$2,040 2	$2,321 18	$2,576 4	$2,167 1	$2,715 7	$2,549 4	$2,759 2	$2,463 5	$1,917 1	$2,564 8	$2,979 4		$2,711 3		$1,900 1	
BACHELOR'S SUMMARY																		
Non-Technical Curricula	$1,623 2,951 $1,792 $1,500	$1,430 458 $1,875 $1,000	$1,343 1,032 $1,667 $1,000	$1,683 287 $2,083 $1,320	$1,667 52 $2,083 $1,200	$1,508 43 $1,667 $1,250	$1,704 134 $2,000 $1,400	$1,593 102 $2,000 $1,250	$1,617 171 $1,950 $1,254	$1,664 60 $1,950 $1,333	$1,559 37 $1,950 $1,250	$1,763 205 $2,000 $1,583	$1,554 54 $1,916 $1,100	$1,453 4	$1,669 88 $2,090 $1,235	$1,392 90 $1,750 $1,114	$1,397 69 $1,750 $ 975	$1,250 103 $1,580 $1,000
Technical Curricula	$1,871 67 $2,125 $1,583	$1,688 82 $2,250 $1,333	$1,650 127 $2,333 $1,100	$2,169 3,825 $2,342 $1,993	$2,220 370 $2,400 $1,920	$1,918 198 $2,300 $1,500	$2,224 625 $2,425 $1,950	$2,157 504 $2,333 $1,959	$2,028 129 $2,425 $1,333	$2,149 119 $2,425 $1,750	$2,157 197 $2,350 $1,850	$2,349 606 $2,700 $1,958	$2,040 289 $2,375 $1,560	$2,114 37 $2,290 $1,750	$2,182 520 $2,400 $1,925	$1,719 588 $2,000 $1,441	$1,674 112 $1,950 $1,333	$1,560 175 $2,000 $1,000

Bachelor's Degree

TECHNICAL

CURRICULUM	BUSINESS			MANUFACTURING ■ INDUSTRIAL				
	Accounting—Public	Banking, Finance, & Insurance	Merchandising (Retail & Wholesale) & Services	Aerospace, Electronics, & Instruments	Automotive & Mechanical Equipment	Building Materials Mfrs. & Construction	Chemicals, Drugs, & Allied Products	Electrical Machinery & Equipment
Aeronautical Engineering				$2,174 114 $2,360 $2,040	$2,345 1	$2,291 1	$2,000 1	$2,284 2
Chemical Engineering		$1,370 1		$2,204 66 $2,485 $2,000	$2,185 10	$2,044 6	$2,305 303 $2,425 $2,140	$2,198 15
Civil Engineering (incl. Construction, Sanitary, & Transportation Engrg.)	$2,250 1	$1,342 1	$ 900 1	$2,096 36 $2,500 $1,708	$2,246 7	$1,825 98 $2,140 $1,500	$2,128 4	$2,092 5
Electrical Engineering (incl. Computer Engrg.)	$1,942 6	$2,083 1	$2,217 6	$2,212 1,938 $2,370 $2,042	$2,246 85 $2,383 $2,100	$2,150 14	$2,234 80 $2,400 $2,100	$2,185 251 $2,335 $2,000
Geological Engineering	$1,120 1		$ 700 1					
Industrial Engineering	$1,973 24 $2,125 $1,750	$2,428 3	$1,944 9	$2,099 133 $2,296 $1,845	$2,141 31 $2,350 $1,875	$2,131 8	$2,168 19	$2,103 22 $2,300 $1,677
Mechanical Engineering		$2,417 2	$2,114 8	$2,171 657 $2,325 $2,060	$2,242 159 $2,417 $1,977	$2,101 37 $2,340 $1,834	$2,257 122 $2,425 $2,130	$2,193 116 $2,333 $2,083
Metallurgical Engineering (incl. Metallurgy & Ceramic Engrg.)				$2,183 15	$2,282 19		$2,147 8	$2,105 2
Mining Engineering			$1,653 3	$1,040 1		$1,125 1	$2,079 2	
Nuclear Engineering (incl. Engrg. Physics)				$2,186 12				$2,230 1
Petroleum Engineering	$1,667 1			$2,412 7		$2,445 1	$2,250 1	
Engineering Technology			$1,795 6	$2,078 193 $2,270 $1,900	$2,400 15	$1,891 20 $2,225 $1,525	$1,961 7	$2,024 25 $2,333 $1,625
Agricultural Sciences	$1,500 1	$1,452 14	$1,327 29 $1,666 $1,000	$1,015 2		$1,318 3	$1,525 8	$1,600 2
Biological Sciences			$1,262 4	$1,587 2	$1,584 2	$1,440 1	$2,396 2	
Chemistry			$2,333 1	$1,833 4			$1,875 25 $2,255 $1,583	
Computer Science	$1,814 30 $2,060 $1,583	$1,669 40 $1,917 $1,375	$1,751 37 $2,100 $1,417	$2,085 600 $2,292 $1,900	$2,063 36 $2,350 $1,700	$1,833 7	$1,952 37 $2,250 $1,500	$2,061 54 $2,258 $1,833
Health (Medical) Professions		$1,500 1	$1,692 16				$2,094 4	$ 938 1
Mathematics	$1,917 2	$1,812 16	$1,193 2	$2,095 35 $2,250 $1,875	$2,149 5		$1,975 1	$2,133 7
Other Physical & Earth Sciences	$1,540 1	$1,303 3	$1,110 4	$2,091 10		$1,925 1	$1,833 1	$2,375 1

Food & Beverage Processing	Glass, Paper, Packaging, & Allied Products	Metals & Metal Products	Petroleum & Allied Products (incl. Nat. Gas)	Research &/or Consulting Organizations	Tire & Rubber	Utilities—Public (incl. Transportation)	GOVT & NON-PROFIT: Government—Federal	Government—Local/State	Non-Profit Orgs. & Educational Institutions
				$2,217 3	$2,125 1		$1,781 17	$1,675 1	$1,400 1
$2,338 28 $2,425 $2,167	$2,326 38 $2,500 $2,164	$2,059 10	$2,387 88 $2,500 $2,200	$2,141 12	$2,262 15	$2,245 22 $2,365 $2,100	$1,649 13	$1,306 2	
$2,415 1	$2,232 2	$1,904 8	$2,404 11	$1,961 66 $2,140 $1,600		$1,938 46 $2,400 $1,583	$1,776 54 $1,916 $1,450	$1,686 74 $1,856 $1,536	
$2,304 12	$2,249 15	$2,201 26 $2,300 $2,083	$2,337 45 $2,583 $2,150	$2,226 64 $2,400 $2,083	$2,187 3	$2,259 220 $2,450 $2,100	$1,749 277 $2,074 $1,448	$2,384 6	$2,212 4
			$2,304 19	$1,500 1			$1,138 1	$1,300 2	$ 850 1
$2,184 14	$2,076 11	$2,178 17	$2,405 5	$2,100 15		$2,238 15	$1,804 10	$2,108 2	$1,875 2
$2,180 26 $2,300 $1,800	$2,179 29 $2,325 $2,000	$2,210 63 $2,400 $2,042	$2,345 127 $2,500 $2,101	$2,239 38 $2,500 $2,000	$2,163 8	$2,207 134 $2,385 $2,050	$1,723 112 $2,000 $1,448	$1,880 2	$2,000 2
		$2,222 38 $2,300 $2,125	$2,496 2	$2,083 1		$2,207 2	$1,812 6		
		$2,296 4	$2,379 5			$2,030 1	$1,733 3	$1,625 2	
				$2,180 3		$2,257 10			
		$2,400 1	$2,570 161 $2,850 $2,100	$1,866 3		$2,350 1	$1,747 3		
$1,870 9	$2,100 3	$2,124 6	$2,288 19	$1,841 13		$2,042 12	$1,981 9		$1,563 2
$1,466 29 $2,000 $1,000	$1,610 3	$1,575 2	$1,843 4	$1,292 3			$1,178 12	$1,370 8	$1,108 1
	$1,050 1			$1,567 3		$1,384 2		$1,050 2	$1,218 11
$1,210 1	$1,847 3	$1,850 1	$1,775 4	$1,503 5	$1,460 1		$1,147 2		$1,042 1
$2,002 8	$1,858 13	$1,967 19	$2,040 92 $2,208 $1,900	$2,025 41 $2,400 $1,583	$1,849 8	$2,101 44 $2,375 $1,550	$1,651 48 $1,951 $1,380	$1,754 4	$1,543 19
				$1,300 1		$1,480 5	$1,305 2	$1,450 5	$1,592 127 $2,000 $1,060
$2,300 1		$2,200 2	$1,860 1	$1,824 6	$2,050 1	$1,982 3	$1,478 8		$ 842 2
	$1,208 1		$2,195 23 $2,400 $1,875	$1,617 11		$1,797 3	$1,558 11	$1,517 2	$1,201 2

AVERAGE MONTHLY SALARY OFFERS

Master's Candidates-Inexperienced[1]

(Data Combined for Men and Women)

Graduate Program	Number of Offers March 1984	Number of Offers March 1983	Average $ Offers March 1984	Average $ Offers July 1983	Percent Change in $ Offers from July 1983	Percentiles 90th	Percentiles 50th	Percentiles 10th
Business								
Accounting	314	171	$1,924	$1,891	1.8%	$2,167	$1,958	$1,666
MBA—Non-technical undergraduate								
Less than 1 year	449	327	2,116	2,215	– 4.5	2,775	2,083	1,666
Over 1 to 2 years[2]	113	71	2,399	2,484	– 3.4	3,083	2,330	1,750
Over 2 to 4 years[2]	87	58	2,577	2,632	– 2.1	3,333	2,500	2,000
Over 4 years[2]	103	45	2,641	2,672	– 1.2	3,333	2,667	1,834
MBA—Technical undergraduate								
Less than 1 year	89	64	2,434	2,524	– 3.6	3,050	2,350	1,900
Over 1 to 2 years[2]	27	23	2,689	2,722	– 1.2	3,167	2,550	2,125
Over 2 to 4 years[2]	21	13	2,689	2,780	– 3.3	3,500	2,667	2,166
Over 4 years[2]	16	10	2,858	2,800	2.1	*	*	*
MS—Business (incl. Management, Marketing, Finance, etc.)	87	44	2,032	2,122	– 4.2	2,650	2,000	1,545
Industrial Mgmt. (incl. Industrial Admin.)	18	8	2,102	2,196	– 4.3	*	*	*
Administration (incl. Public, Hospital, etc.)	12	23	1,768	1,868	– 5.4	*	*	*
Humanities and Social Sciences								
Humanities	14	12	1,344	1,617	–16.9	*	*	*
Social Sciences	33	33	1,595	1,606	– 0.7	2,083	1,500	1,083
Engineering								
Chemical	78	23	2,502	2,404	4.1	2,700	2,500	2,231
Civil (incl. Construction, Sanitary, & Transportation Engrg.)	54	18	2,251	2,260	– 0.4	2,600	2,275	1,800
Electrical (incl. Computer Engrg.)	267	163	2,537	2,461	3.1	2,775	2,550	2,283
Industrial	45	25	2,464	2,291	7.6	2,716	2,450	2,167
Mechanical	186	123	2,510	2,400	4.6	2,725	2,500	2,292
Nuclear (incl. Engrg. Physics)	11	10	2,511	2,386	5.2	*	*	*
Sciences								
Chemistry	21	5	2,198	2,203	– 0.2	2,750	2,291	1,666
Computer Science	155	48	2,451	2,359	3.9	2,833	2,450	2,042
Geology & Related Geological Sciences	28	30	2,323	2,472	– 6.0	2,700	2,460	1,666
Mathematics	15	5	2,301	2,124	8.3	*	*	*
Metallurgy (incl. Met. Engrg., Materials Engrg./Sc., & Ceramics)	21	7	2,464	2,417	1.9	2,625	2,450	2,250
	2,264	1,359						

Doctoral Candidates

Engineering								
Chemical	31	19	$3,201	$3,130	2.3%	$3,500	$3,250	$2,800
Civil (incl. Construction, Sanitary, & Transportation Engrg.)	5	4	3,195	2,936	8.8	*	*	*
Electrical (incl. Computer Engrg.)	42	39	3,247	3,200	1.5	3,834	3,321	2,500
Mechanical	11	11	3,162	3,150	0.4	*	*	*
Sciences								
Chemistry	54	41	2,880	2,694	6.9	3,167	2,916	2,600
Mathematics (incl. Operations Research, Statistics, & Actuarial Science)	9	12	2,939	2,585	13.7	*	*	*
Metallurgy (incl. Met. Engrg., Materials Engrg./Sc., & Ceramics)	4	4	3,365	3,072	9.5	*	*	*
Physics	15	29	3,006	2,903	3.6	*	*	*
	171	159						

[1] One year or less of full-time, non-military employment unless otherwise indicated.

[2] Years of previous full-time, non-military employment.

* Not computed for fewer than 20 offers.

The College Placement Council
62 Highland Avenue / Bethlehem, PA 18017

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CPC Salary Survey

A study of 1983-1984 beginning offers / Formal Report No. 3, July 1984

In December, CPC's Preliminary Report did not reflect the economic recovery that was well underway. At that time, it appeared that this year's college graduates would have to wait a bit longer to reap the benefits of the nation's growing prosperity.

There were only 2,267 bachelor's offers in the December report, and the majority of disciplines reported fewer offers than in the previous year. In many cases, starting salary averages also were below the 1983 year-end figures.

Well, the wait appears to be over.

Although the upswing was barely noticeable in the January report, activity accelerated as the recruiting year progressed. By March, the number of bachelor's offers had climbed to 14,510, and that figure jumped to the current level of 42,393 by the cut-off date for this report. For nearly every discipline, the number of offers is higher compared with last year at this time.

A number of variables that have nothing to do with the level of recruiting activity can affect the number of offers in any given *Salary Survey* report. However, the upswing in this report is so dramatic that it appears to reflect a much improved job outlook for the class of '84. It also supports the growing acceptance that the economy is still moving along briskly and has made a successful transition from recovery to expansion.

Despite this surge in recruiting activity, starting salaries have remained fairly stable. Throughout the year, employers talked of "holding the line on starting rates." And when they did discuss possible salary increases, their projections through the end of the year were between 3 percent and 6 percent.

This prediction was mostly on target. In the majority of disciplines that did record salary gains, the increases ranged between 2 percent and 5 percent.

As usual, petroleum engineers received the top salary offer. Although the $2,464 monthly salary average is well above all other disciplines, this year-end figure represents a 4.1 percent drop from a year ago, and a slip from the average of $2,528 reported in March.

Chemical engineering got off to a slow start, but gained momentum throughout the year. The number of offers for this discipline continued to increase, and it maintained its second place position with a 2.6 percent salary increase, bringing the monthly average to $2,285.

Electrical engineering moved into third place with an average offer of $2,213. Offers to this group accounted for almost half of all the engineering offers reported.

Another area that has advanced steadily over the last few years is engineering technology. In July 1978, for the first time since its inclusion in the survey, this discipline surpassed one of the engineering disciplines (civil) in average salary. This pattern has continued, and with an average offer of $2,078, engineering technology has now pulled ahead of three engineering disciplines.

Humanities and other social sciences both improved their status in terms of rank order. Their average monthly offers of $1,477 and $1,452, respectively, put them ahead of agricultural sciences and biological sciences.

In addition to receiving significantly more offers than a year ago, other social sciences recorded the largest percentage increase—10 percent—in average salary

(continued on page 11)

SCOPE AND NATURE OF THE SURVEY

The scope, nature, and coverage of the CPC *Salary Survey* are particularly important to the interpretation and proper use of the statistics.

The study surveys a fairly consistent population which includes 187 placement offices at 162 colleges and universities throughout the United States. Offers are reported from employing organizations in business, industry, government, and non-profit and educational organizations. The offers are base starting salary offers and do not include fringe benefits or overtime. The data cover a broad range of functional positions, except teaching. Confidentiality is maintained for the individual, the college, and the employer.

The *Survey* reports offers, not acceptances, with no limit on the number of offers per student. Therefore, offers in the study cannot be equated with actual hires, and when the economic climate changes substantially, the ratio of offers to hires usually changes also, making comparison with other years no longer valid. In those categories where offers are relatively few, the data should be regarded only as an indication.

The *Survey* is available only to members and *Salary Survey* subscribers of the College Placement Council and is intended for the professional use of its constituents. Formal reports are issued in January, March, and July. A Preliminary Report is issued in December and a Summer Supplement in October.

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AVERAGE MONTHLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Curriculum For All Types of Employers	Number of Offers July 1984	Number of Offers July 1983	Average $ Offers July 1984	Average $ Offers July 1983	Percent Change in $ Offers from July 1983	Percentiles 90th	Percentiles 50th	Percentiles 10th
Business								
Accounting	6,459	5,618	$1,627	$1,565	4.0%	$1,833	$1,625	$1,452
Business—General (incl. Mgmt.)	4,249	3,272	1,555	1,486	4.6	2,000	1,505	1,167
Marketing & Distribution	1,677	1,457	1,485	1,411	5.2	1,833	1,458	1,167
Humanities and Social Sciences								
Humanities	760	715	1,477	1,380	7.0	2,041	1,458	1,000
Economics[1]	701	577	1,665	1,590	4.7	2,166	1,625	1,200
Other Social Sciences	1,047	810	1,452	1,320	10.0	2,083	1,410	970
Engineering								
Aeronautical	406	439	2,153	2,004	7.4	2,383	2,167	1,800
Chemical	2,096	1,156	2,285	2,228	2.6	2,435	2,325	2,083
Civil (incl. Construction, Sanitary, & Transportation Engrg.)	1,164	892	1,897	1,869	1.5	2,275	1,875	1,560
Electrical (incl. Computer Engrg.)	10,330	8,285	2,213	2,128	4.0	2,403	2,250	2,000
Geological	67	35	2,041	2,089	– 2.3	2,525	2,167	1,250
Industrial	1,146	841	2,102	2,048	2.6	2,333	2,150	1,793
Mechanical	4,959	3,883	2,190	2,096	4.5	2,400	2,208	1,997
Metallurgical (incl. Metallurgy & Ceramic Engrg.)	374	277	2,213	2,146	3.1	2,383	2,250	2,037
Mining	46	30	2,073	2,041	1.6	2,500	2,145	1,700
Nuclear (incl. Engrg. Physics)	101	114	2,199	2,078	5.8	2,350	2,236	2,000
Petroleum	415	307	2,464	2,568	– 4.1	2,800	2,525	2,000
Engineering Technology	846	624	2,078	2,006	3.6	2,333	2,100	1,794
Sciences								
Agricultural Sciences	339	297	1,418	1,375	3.1	1,910	1,400	1,000
Biological Sciences	120	149	1,402	1,419	– 1.2	1,892	1,296	1,000
Chemistry	193	147	1,756	1,712	2.6	2,100	1,800	1,200
Computer Science	3,773	2,572	2,046	1,941	5.4	2,300	2,083	1,667
Health (Medical) Professions	360	423	1,576	1,584	– 0.5	2,000	1,569	1,125
Mathematics	533	517	1,950	1,799	8.4	2,258	2,000	1,500
Other Physical & Earth Sciences	232	167	1,900	1,746	8.8	2,403	2,018	1,196
	42,393	33,604						

[1]Includes economics programs with both business and social science orientation.

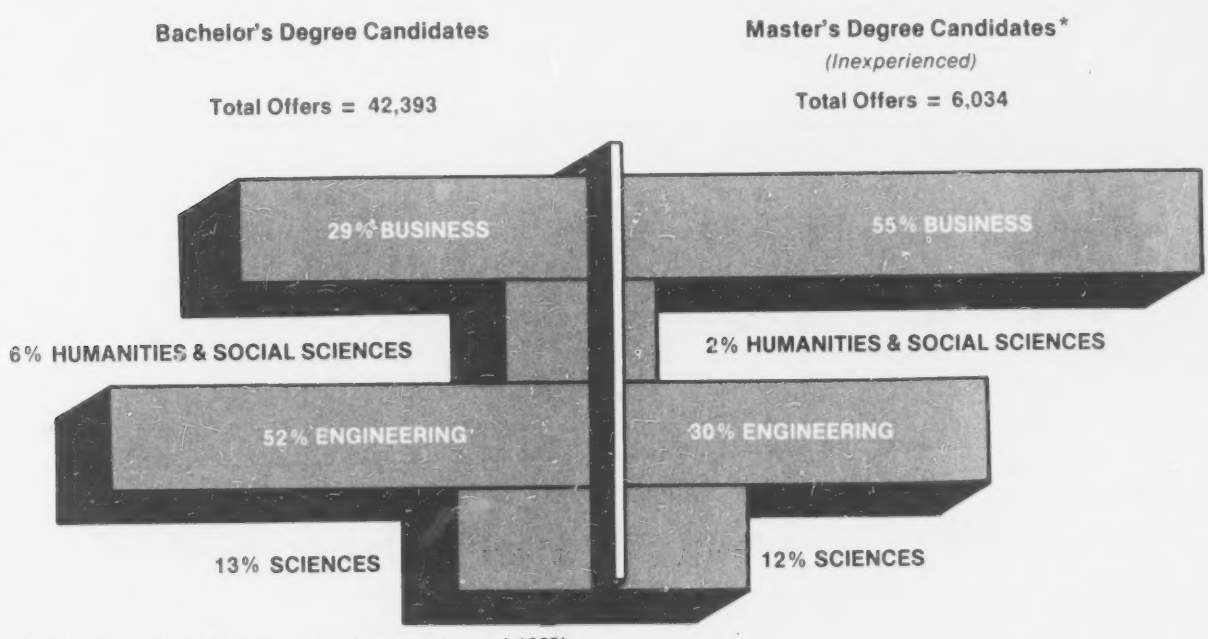
AVERAGE MONTHLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Functional Area For All Types of Employers	Number of Offers		Average $ Offers		Percent Change in $ Offers from July 1983	Percentiles		
	July 1984	July 1983	July 1984	July 1983		90th	50th	10th
Accounting/Auditing	6,546	5,795	$1,626	$1,565	3.9%	$1,833	$1,625	$1,458
Business Administration	2,055	1,792	1,537	1,464	5.0	2,000	1,500	1,117
Communications	326	232	1,493	1,498	– 0.3	2,167	1,416	880
Community & Service Orgs. Work	166	182	1,263	1,175	7.5	1,794	1,200	800
EDP-Programming/Systems	4,311	3,041	2,040	1,943	5.0	2,308	2,083	1,666
Engineering	20,169	15,648	2,195	2,115	3.8	2,416	2,235	1,880
Farm & Natural Resources Mgmt.	106	106	1,379	1,326	4.0	1,754	1,333	1,000
Finance & Economics	1,397	1,189	1,677	1,563	7.3	2,150	1,667	1,209
Health (Medical) Services	424	494	1,530	1,530	0	2,000	1,500	1,000
Manufacturing &/or Industrial Oprs.	945	607	2,027	1,924	5.4	2,400	2,083	1,583
Mathematics/Statistics	410	287	1,870	1,734	7.8	2,225	1,916	1,416
Merchandising/Sales Promotion	1,550	1,251	1,412	1,318	7.1	1,750	1,375	1,125
Personnel/Employee Relations	197	156	1,509	1,375	9.8	2,000	1,470	1,025
Research—Non-Scientific	296	241	1,746	1,649	5.9	2,340	1,750	1,083
Research—Scientific	729	505	1,949	1,805	8.0	2,379	2,080	1,250
Rotational Training—Non-Technical	650	494	1,418	1,397	1.5	1,850	1,373	1,083
Rotational Training—Technical	285	274	2,070	1,900	9.0	2,350	2,167	1,583
Sales—Non-Technical Degree	1,540	1,133	1,525	1,464	4.2	1,835	1,500	1,166
Sales—Tech./Scientific Degree	289	177	1,957	1,880	4.1	2,292	2,083	1,500
	42,393	33,604						

PROPORTION OF OFFERS BY CURRICULAR AREA



Due to rounding of figures, total may not equal 100%

AVERAGE MONTHLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Separate for Men and Women)

By Curriculum For All Types of Employers	MEN				WOMEN			
	Number of Offers		Average $ Offers		Number of Offers		Average $ Offers	
	July 1984	July 1983	July 1984	July 1983	July 1984	July 1983	July 1984	July 1983
Business								
Accounting	3,653	3,339	$1,630	$1,567	2,806	2,279	$1,624	$1,561
Business—General (incl. Mgmt.)	2,550	2,043	1,566	1,495	1,699	1,229	1,537	1,472
Marketing & Distribution	950	895	1,524	1,446	727	562	1,435	1,355
Humanities and Social Sciences								
Humanities	305	288	1,564	1,457	455	427	1,418	1,328
Economics[1]	439	369	1,679	1,588	262	208	1,643	1,593
Other Social Sciences	489	360	1,565	1,427	558	450	1,352	1,234
Engineering								
Aeronautical	366	380	2,158	2,008	40	59	2,115	1,981
Chemical	1,363	779	2,276	2,222	733	377	2,302	2,238
Civil (incl. Construction, Sanitary, & Transportation Engrg.)	995	700	1,900	1,865	169	192	1,877	1,881
Electrical (incl. Computer Engrg.)	9,086	7,239	2,213	2,128	1,244	1,046	2,217	2,132
Geological	62	28	2,027	2,049	5	7	2,215	2,250
Industrial	759	532	2,096	2,031	387	309	2,113	2,078
Mechanical	4,285	3,372	2,188	2,095	674	511	2,205	2,105
Metallurgical (incl. Metallurgy & Ceramic Engrg.)	253	199	2,200	2,148	121	78	2,242	2,142
Mining	45	30	2,068	2,041	1	†	2,300	†
Nuclear (incl. Engrg. Physics)	85	98	2,196	2,074	16	16	2,212	2,106
Petroleum	381	245	2,471	2,569	34	62	2,390	2,565
Engineering Technology	800	595	2,085	2,007	46	29	1,965	1,981
Sciences								
Agricultural Sciences	273	247	1,416	1,390	66	50	1,423	1,298
Biological Sciences	62	61	1,514	1,492	58	88	1,282	1,369
Chemistry	122	77	1,770	1,741	71	70	1,733	1,681
Computer Science	2,398	1,578	2,069	1,960	1,375	994	2,005	1,911
Health (Medical) Professions	38	57	1,757	1,733	322	366	1,555	1,560
Mathematics	282	259	1,980	1,824	251	258	1,916	1,774
Other Physical & Earth Sciences	197	120	1,929	1,802	35	47	1,736	1,603
	30,238	23,890			12,155	9,714		

[1]Includes economics programs with both business and social science orientation.
†No offers reported.

AVERAGE MONTHLY SALARY OFFERS

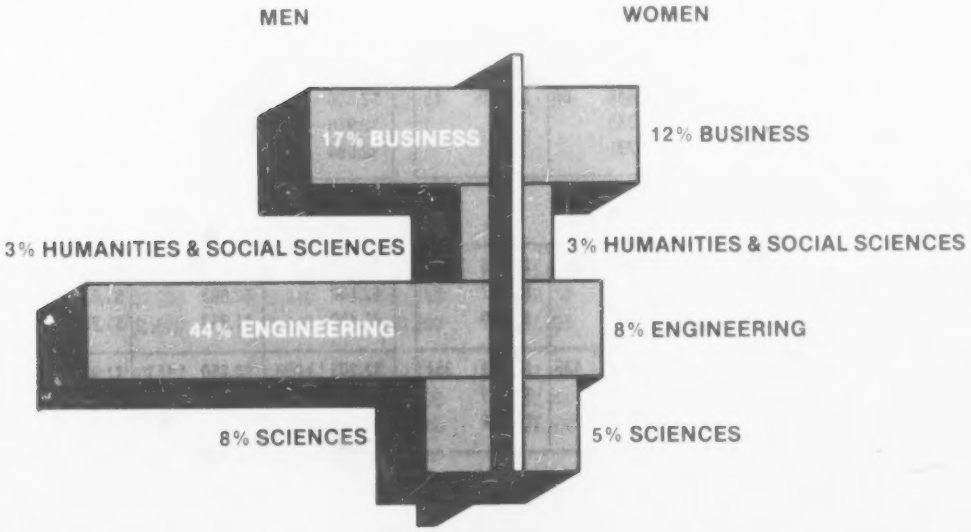
Bachelor's Degree Candidates

(Data Separate for Men and Women)

By Functional Area For All Types of Employers	MEN				WOMEN			
	Number of Offers		Average $ Offers		Number of Offers		Average $ Offers	
	July 1984	July 1983	July 1984	July 1983	July 1984	July 1983	July 1984	July 1983
Accounting/Auditing	3,691	3,443	$1,629	$1,570	2,855	2,352	$1,623	$1,558
Business Administration	1,213	1,064	1,573	1,503	842	728	1,484	1,405
Communications	152	121	1,584	1,600	174	111	1,413	1,386
Community & Service Orgs. Work	64	70	1,284	1,285	102	112	1,250	1,106
EDP-Programming/Systems	2,734	1,821	2,068	1,968	1,577	1,220	1,990	1,907
Engineering	17,031	13,162	2,192	2,113	3,138	2,486	2,211	2,128
Farm & Natural Resources Mgmt.	88	87	1,371	1,329	20	19	1,415	1,309
Finance & Economics	858	763	1,693	1,547	539	426	1,652	1,593
Health (Medical) Services	63	75	1,623	1,679	361	419	1,513	1,503
Manufacturing &/or Industrial Oprs.	691	482	2,052	1,953	254	125	1,962	1,809
Mathematics/Statistics	224	158	1,915	1,752	186	129	1,817	1,711
Merchandising/Sales Promotion	794	675	1,452	1,369	756	576	1,370	1,258
Personnel/Employee Relations	100	79	1,578	1,448	97	77	1,436	1,301
Research—Non-Scientific	179	143	1,800	1,688	117	98	1,663	1,592
Research—Scientific	524	341	2,011	1,862	205	164	1,791	1,685
Rotational Training—Non-Technical	355	274	1,457	1,442	295	220	1,371	1,340
Rotational Training—Technical	230	214	2,064	1,936	55	60	2,096	1,770
Sales—Non-Technical Degree	1,014	780	1,551	1,492	526	353	1,475	1,402
Sales—Tech./Scientific Degree	233	138	1,959	1,866	56	39	1,950	1,931
	30,238	23,890			12,155	9,714		

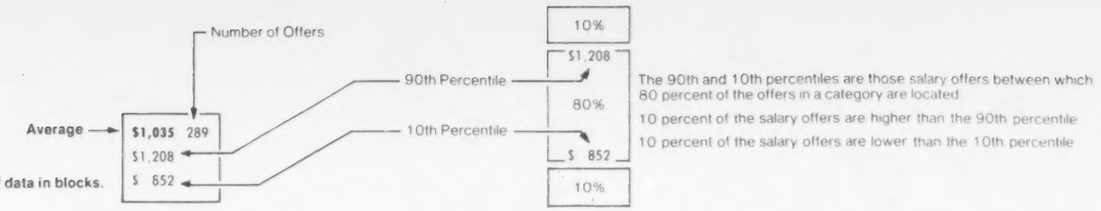
PROPORTION OF TOTAL OFFERS BY SEX

Bachelor's Degree Candidates Total Offers = 42,393



Monthly beginning salary offers to all candidates by curriculum and employer

Formal Report No. 3 ■ July 1984 ■ Data combined for men and women


Number of Offers
Average
$1,035 289
$1,208
$ 652
90th Percentile
10th Percentile
10%
$1,208
80%
$ 852
10%
This diagram indicates arrangement of data in blocks.
The 90th and 10th percentiles are those salary offers between which 80 percent of the offers in a category are located
10 percent of the salary offers are higher than the 90th percentile
10 percent of the salary offers are lower than the 10th percentile

NON-TECHNICAL

CURRICULUM	BUSINESS			MANUFACTURING ■ INDUSTRIAL												GOVT ■ NON-PROFIT		
	Accounting—Public	Banking, Finance, & Insurance	Merchandising (Retail & Wholesale) & Services	Aerospace, Electronics, & Instruments	Automotive & Mechanical Equipment	Building Materials Mfrs. & Construction	Chemicals, Drugs, & Allied Products	Electrical Machinery & Equipment	Food & Beverage Processing	Glass, Paper, Packaging, & Allied Products	Metals & Metal Products	Petroleum & Allied Products (incl. Nat. Gas)	Research &/or Consulting Organizations	Tire & Rubber	Utilities—Public (incl. Transportation)	Government—Federal	Government—Local/State	Non-Profit Orgs. & Educational Institutions
BACHELOR'S DEGREE																		
Accounting	$1,632 4,997 $1,833 $1,500	$1,500 212 $1,916 $1,166	$1,479 176 $1,800 $1,120	$1,704 164 $1,958 $1,500	$1,725 37 $2,000 $1,450	$1,516 26 $1,775 $1,291	$1,750 81 $2,000 $1,583	$1,697 45 $2,083 $1,358	$1,667 96 $1,875 $1,458	$1,689 53 $1,900 $1,491	$1,539 27 $1,833 $1,200	$1,743 280 $1,852 $1,608	$1,520 12	$1,607 8	$1,524 82 $1,866 $1,400	$1,405 78 $1,525 $1,140	$1,489 60 $1,666 $1,300	$1,404 25 $1,605 $1,083
Business—General (incl. Mgmt.)	$1,636 161 $1,875 $1,450	$1,496 945 $1,900 $1,125	$1,360 1,205 $1,667 $1,085	$1,763 534 $2,195 $1,416	$1,608 58 $2,000 $1,200	$1,581 66 $1,875 $1,300	$1,776 221 $2,100 $1,416	$1,655 153 $1,950 $1,300	$1,688 270 $2,000 $1,313	$1,660 108 $1,900 $1,333	$1,735 40 $2,002 $1,330	$1,843 138 $2,088 $1,583	$1,642 76 $2,083 $1,150	$1,439 12	$1,793 105 $2,185 $1,335	$1,354 95 $1,755 $1,114	$1,446 31 $1,792 $1,175	$1,342 31 $1,666 $ 960
Marketing & Distribution	$1,662 6	$1,476 94 $1,760 $1,100	$1,375 800 $1,666 $1,100	$1,589 187 $2,000 $1,400	$1,670 46 $2,083 $1,417	$1,594 27 $1,700 $1,400	$1,649 111 $1,916 $1,375	$1,560 69 $1,834 $1,208	$1,636 127 $2,000 $1,300	$1,603 65 $1,900 $1,300	$1,620 28 $2,042 $1,292	$1,702 18	$1,341 11	$1,673 10	$1,583 49 $1,980 $1,192	$1,342 14	$1,176 6	$1,281 5
Humanities	$1,682 27 $2,029 $1,525	$1,697 148 $2,166 $1,166	$1,270 286 $1,665 $ 900	$1,774 53 $2,223 $1,386	$1,792 9	$1,533 10	$1,653 31 $2,197 $1,200	$1,677 14	$1,639 12	$1,606 17	$1,562 7	$1,725 1	$1,690 36 $2,333 $1,035	$1,517 3	$1,708 8	$1,431 22 $1,750 $1,170	$1,388 19	$1,158 57 $1,500 $ 800
Economics	$1,710 50 $1,91/ $1,600	$1,676 291 $2,166 $1,196	$1,386 96 $1,800 $1,000	$1,726 45 $2,100 $1,417	$1,737 10	$1,582 8	$1,740 32 $1,958 $1,525	$1,724 22 $1,935 $1,208	$1,652 27 $2,250 $1,250	$1,799 12	$1,542 7	$1,542 5	$2,001 59 $2,500 $1,445	$1,750 1	$1,865 10	$1,393 10	$1,464 4	$1,419 12
Other Social Sciences	$1,656 4	$1,711 194 $2,167 $1 170	$1,298 364 $1,625 $1,000	$1,581 69 $2,250 $1,000	$1,676 12	$1,310 6	$1,696 34 $2,000 $1,416	$1,457 13	$1,515 19	$1,368 5	$1,566 10	$1,837 3	$1,803 66 $2,340 $1,200	$1,900 1	$1,555 15	$1,455 53 $1,982 $1,093	$1,266 58 $1,750 $ 876	$1,187 121 $1,666 $ 800
MASTER'S DEGREE-INEXPERIENCED																		
MBA—Non-Technical Undergraduate Degree	$2,019 372 $2,333 $1,750	$2,587 607 $3,500 $1,835	$2,103 160 $2,833 $1,333	$2,346 212 $2,750 $2,000	$2,555 56 $3,000 $2,050	$1,877 9	$2,690 88 $3,067 $2,125	$2,335 32 $2,667 $2,000	$2,728 131 $3,042 $2,167	$2,263 29 $2,708 $1,750	$2,117 13	$2,246 51 $2,750 $1,800	$2,476 86 $3,166 $1,958	$2,486 7	$2,257 43 $2,833 $1,833	$1 719 7	$1,681 8	$2,095 22 $2,750 $1,665
MBA—Technical Undergraduate Degree	$2,286 67 $2,916 $1,958	$2,654 69 $3,333 $1,791	$2,470 15	$2,500 103 $2,916 $2,084	$2,790 28 $3,333 $2,346	$2,495 7	$2,671 42 $3,000 $2,300	$2,563 22 $3,000 $2,166	$2,666 22 $3,000 $2,420	$2,511 12	$2,333 3	$2,509 30 $3,150 $2,000	$2,840 29 $4,167 $2,250	$2,500 1	$2,485 15	$1,421 2	$1,900 1	$1,635 4
BACHELOR'S SUMMARY																		
Non-Technical Curricula	$1,633 5,245 $1,833 $1,500	$1,561 1,884 $2,083 $1,160	$1,356 2,927 $1,667 $1,000	$1,710 1,052 $2,100 $1,409	$1,672 172 $2,083 $1,333	$1,557 143 $1,833 $1,280	$1,729 510 $2,000 $1,400	$1,638 316 $1,985 $1,250	$1,663 551 $2,000 $1,300	$1,649 260 $1,900 $1,333	$1,628 119 $2,002 $1,291	$1,771 445 $2,000 $1,600	$1,753 260 $2,340 $1,200	$1,573 35 $1,750 $1,300	$1,690 269 $2,100 $1,235	$1,395 272 $1,735 $1,115	$1,387 178 $1,750 $ 975	$1,235 255 $1,622 $ 833
Technical Curricula	$1,870 204 $2,125 $1,625	$1,747 436 $2,160 $1,375	$1,711 351 $2,333 $1,144	$2,203 13,038 $2,383 $2,000	$2,250 1,152 $2,425 $2,000	$1,938 644 $2,275 $1,541	$2,224 2,141 $2,425 $1,958	$2,180 1,712 $2,350 $2,000	$2,073 405 $2,350 $1,458	$2,154 404 $2,425 $1,750	$2,138 769 $2,300 $1,917	$2,331 1,598 $2,650 $1,979	$2,040 980 $2,375 $1,540	$2,174 129 $2,300 $2,000	$2,183 1,405 $2,400 $1,900	$1,734 1,400 $2,081 $1,446	$1,658 298 $2,000 $1,200	$1,555 434 $2,000 $1,042

Bachelor's Degree

TECHNICAL

CURRICULUM	BUSINESS			MANUFACTURING ■ INDUSTRIAL				
	Accounting—Public	Banking, Finance, & Insurance	Merchandising (Retail & Wholesale) & Services	Aerospace, Electronics, & Instruments	Automotive & Mechanical Equipment	Building Materials Mfrs. & Construction	Chemicals, Drugs, & Allied Products	Electrical Machinery & Equipment
Aeronautical Engineering	$2,016 1			$2,192 345 $2,383 $2,000	$2,336 8	$2,291 1	$2,000 1	$2,276 3
Chemical Engineering		$1,612 5	$2,379 2	$2,241 266 $2,435 $2,050	$2,245 32 $2,380 $2,100	$2,090 27 $2,350 $1,603	$2,306 992 $2,425 $2,166	$2,286 46 $2,445 $2,030
Civil Engineering (incl. Construction, Sanitary, & Transportation Engrg.)	$2,099 10	$2,097 7	$1,627 5	$2,100 103 $2,358 $1,794	$2,101 19	$1,849 342 $2,125 $1,516	$2,188 24 $2,350 $1,916	$1,963 20 $2,225 $1,700
Electrical Engineering (incl. Computer Engrg.)	$2,003 19	$1,951 7	$2,114 20 $2,416 $1,500	$2,244 6,892 $2,401 $2,083	$2,275 297 $2,411 $2,100	$2,137 49 $2,375 $1,733	$2,267 267 $2,425 $2,100	$2,220 825 $2,375 $2,083
Geological Engineering	$1,120 1		$1,367 3	$2,209 2		$2,083 1		$1,900 1
Industrial Engineering	$1,931 59 $2,125 $1,750	$1,959 11	$1,884 30 $2,200 $1,375	$2,113 424 $2,333 $1,833	$2,209 91 $2,425 $1,850	$2,120 43 $2,275 $1,900	$2,188 72 $2,333 $2,033	$2,087 80 $2,300 $1,668
Mechanical Engineering	$1,966 5	$2,283 6	$2,183 23 $2,425 $1,875	$2,201 2,034 $2,358 $2,044	$2,266 519 $2,430 $2,000	$2,109 92 $2,300 $1,875	$2,252 396 $2,425 $2,125	$2,199 407 $2,333 $2,081
Metallurgical Engineering (incl. Metallurgy & Ceramic Engrg.)				$2,222 92 $2,350 $2,060	$2,296 63 $2,442 $2,108	$1,960 4	$2,153 35 $2,333 $1,740	$2,231 12
Mining Engineering			$1,653 3	$1,880 3	$2,200 1	$1,125 1	$2,136 3	$2,208 1
Nuclear Engineering (incl. Engrg. Physics)				$2,235 39 $2,395 $2,080			$2,188 8	$2,307 7
Petroleum Engineering	$1,667 1		$ 580 1	$2,420 9		$2,445 1	$2,238 2	$2,232 1
Engineering Technology		$1,594 4	$1,759 11	$2,111 469 $2,275 $1,916	$2,304 28 $2,917 $1,875	$1,873 52 $2,200 $1,500	$1,931 21 $2,050 $1,750	$2,085 65 $2,333 $1,850
Agricultural Sciences	$1,840 6	$1,414 50 $1,585 $1,250	$1,307 55 $1,666 $1,000	$1,313 6	$1,378 3	$1,332 5	$1,698 24 $2,100 $1,090	$1,400 4
Biological Sciences	$1,600 1	$1,469 4	$1,243 15	$1,871 4	$1,584 2	$1,440 1	$1,804 14	
Chemistry			$1,773 5	$2,040 23 $2,388 $1,666		$1,400 1	$1,807 94 $2,050 $1,583	$1,996 2
Computer Science	$1,804 84 $2,060 $1,583	$1,692 151 $2,083 $1,383	$1,797 134 $2,200 $1,417	$2,119 2,077 $2,333 $1,900	$2,132 77 $2,358 $1,867	$1,962 20 $2,300 $1,500	$2,040 162 $2,250 $1,850	$2,082 214 $2,300 $1,825
Health (Medical) Professions		$1,250 2	$1,681 22 $2,425 $1,100				$2,207 11	$ 938 1
Mathematics	$1,780 13	$1,863 183 $2,166 $1,500	$1,571 11	$2,128 181 $2,378 $1,875	$2,158 12	$1,900 1	$1,999 12	$2,106 18
Other Physical & Earth Sciences	$1,643 4	$1,369 6	$1,281 11	$2,170 69 $2,427 $1,792		$2,003 3	$2,089 3	$1,914 5

Food & Beverage Processing	Glass, Paper, Packaging, & Allied Products	Metals & Metal Products	Petroleum & Allied Products (incl. Nat. Gas)	Research &/or Consulting Organizations	Tire & Rubber	Utilities—Public (incl. Transportation)	Government—Federal	Government—Local/State	Non-Profit Orgs. & Educational Institutions
			$1,913 2	$2,186 6	$2,125 1	$1,904 4	$1,764 32 $2,082 $1,442	$1,675 1	$1,400 1
$2,331 105 $2,425 $2,250	$2,292 107 $2,450 $2,125	$2,108 32 $2,275 $1,958	$2,382 311 $2,500 $2,200	$2,163 31 $2,425 $1,733	$2,265 51 $2,300 $2,230	$2,222 51 $2,465 $2,010	$1,736 33 $2,083 $1,449	$1,714 4	$1,000 1
$2,162 4	$2,172 4	$1,924 48 $2,150 $1,700	$2,276 36 $2,625 $1,750	$1,910 170 $2,175 $1,572	$1,950 1	$1,944 112 $2,308 $1,592	$1,754 103 $1,916 $1,450	$1,715 155 $1,890 $1,550	$1,111 1
$2,299 30 $2,425 $2,100	$2,239 68 $2,335 $2,166	$2,208 97 $2,333 $2,100	$2,373 160 $2,583 $2,200	$2,242 245 $2,445 $2,000	$2,218 11	$2,254 615 $2,450 $2,085	$1,774 690 $2,133 $1,449	$2,238 26 $2,677 $1,794	$2,236 12
			$2,244 46 $2,525 $1,880	$1,583 3			$1,811 5	$1,307 4	$ 850 1
$2,198 50 $2,333 $1,944	$2,098 41 $2,300 $1,833	$2,061 72 $2,300 $1,667	$2,202 20 $2,424 $1,875	$2,108 41 $2,275 $1,750	$1,977 4	$2,210 64 $2,400 $1,900	$1,792 34 $2,082 $1,583	$1,758 4	$2,014 6
$2,213 76 $2,333 $1,917	$2,196 105 $2,417 $2,000	$2,171 296 $2,300 $2,015	$2,357 275 $2,625 $2,100	$2,180 95 $2,450 $1,917	$2,191 43 $2,283 $2,125	$2,193 310 $2,390 $2,000	$1,719 252 $2,000 $1,448	$1,971 16	$2,000 9
	$2,175 4	$2,198 130 $2,300 $2,075	$2,371 10	$2,319 4		$2,293 10	$1,844 10		
		$2,182 15	$2,279 13			$2,030 1	$1,733 3	$1,625 2	
		$2,100 1	$2,080 2	$2,224 9		$2,232 30 $2,308 $2,116	$1,606 5		
	$2,867 3	$2,400 1	$2,485 387 $2,800 $2,050	$1,866 3		$2,133 2	$1,711 4		
$1,975 24 $2,167 $1,500	$2,010 9	$2,075 25 $2,200 $1,839	$2,304 45 $2,675 $1,917	$1,926 35 $2,166 $1,500		$2,078 40 $2,292 $1,850	$1,854 15	$1,667 1	$1,563 2
$1,563 79 $1,950 $1,250	$1,666 10	$1,317 3	$1,715 5	$1,268 25 $1,500 $1,100			$1,261 23 $1,500 $1,110	$1,241 25 $1,527 $ 870	$1,092 16
$1,480 3	$1,485 2	$2,820 1		$1,435 19		$1,539 3	$1,181 7	$1,223 7	$1,238 37 $1,500 $ 866
$1,646 6	$1,803 3	$1,500 3	$1,848 12	$1,539 18	$1,610 2	$2,108 2	$1,297 8	$1,000 1	$1,072 7
$1,917 22 $2,250 $1,654	$1,872 38 $2,250 $1,667	$2,032 39 $2,350 $1,750	$2,059 221 $2,225 $1,916	$2,064 205 $2,316 $1,666	$1,936 15	$2,094 141 $2,333 $1,833	$1,732 114 $2,042 $1,380	$1,551 18	$1,708 41 $2,000 $1,158
				$1,300 2		$1,480 5	$1,489 6	$1,308 25 $1,500 $1,000	$1,577 286 $1,916 $1,167
$1,965 6	$1,358 2	$2,138 4	$1,952 5	$1,994 39 $2,333 $1,625	$2,050 1	$2,000 12	$1,466 25 $1,791 $1,350	$1,338 2	$1,166 6
	$1,107 2	$1,834 2	$2,180 48 $2,575 $1,400	$1,799 30 $2,300 $1,200		$1,797 3	$1,588 31 $1,972 $1,379	$1,264 7	$1,416 8

GOVT ■ NON-PROFIT

AVERAGE MONTHLY SALARY OFFERS

Master's Candidates-Inexperienced[1]

(Data Combined for Men and Women)

Graduate Program	Number of Offers July 1984	Number of Offers July 1983	Average $ Offers July 1984	Average $ Offers July 1983	Percent Change in $ Offers from July 1983	Percentiles 90th	Percentiles 50th	Percentiles 10th
Business								
Accounting	598	390	$1,933	$1,891	2.2%	$2,167	$1,958	$1,667
MBA—Non-technical undergraduate								
Less than 1 year	1,933	1,518	2,375	2,215	7.2	3,000	2,333	1,750
Over 1 to 2 years[2]	730	661	2,694	2,484	8.5	3,333	2,704	2,000
Over 2 to 4 years[2]	880	756	2,768	2,632	5.2	3,333	2,833	2,150
Over 4 years[2]	615	442	2,818	2,672	5.5	3,542	2,833	2,083
MBA—Technical undergraduate								
Less than 1 year	472	527	2,541	2,524	0.7	3,083	2,500	2,000
Over 1 to 2 years[2]	207	305	2,778	2,722	2.1	3,333	2,800	2,167
Over 2 to 4 years[2]	293	330	2,896	2,780	4.2	3,500	2,916	2,333
Over 4 years[2]	154	122	3,004	2,800	7.3	3,750	3,000	2,333
MS—Business (incl. Management, Marketing, Finance, etc.)	249	125	2,279	2,122	7.4	3,100	2,208	1,567
Industrial Mgmt. (incl. Industrial Admin.)	53	63	2,223	2,196	1.2	2,650	2,250	1,800
Administration (incl. Public, Hospital, etc.)	41	52	1,929	1,868	3.3	2,400	2,000	1,375
Humanities and Social Sciences								
Humanities	47	34	1,561	1,617	- 3.5	2,100	1,500	1,000
Social Sciences	90	90	1,648	1,606	2.6	2,250	1,521	1,080
Engineering								
Chemical	240	100	2,557	2,404	6.4	2,700	2,524	2,350
Civil (incl. Construction, Sanitary, & Transportation Engrg.)	137	125	2,227	2,260	- 1.5	2,568	2,217	1,833
Electrical (incl. Computer Engrg.)	838	836	2,584	2,461	5.0	2,817	2,600	2,333
Industrial	101	72	2,504	2,291	9.3	2,716	2,500	2,167
Mechanical	478	408	2,524	2,400	5.2	2,733	2,533	2,300
Nuclear (incl. Engrg. Physics)	32	38	2,471	2,386	3.6	2,575	2,500	2,325
Sciences								
Chemistry	54	18	2,228	2,203	1.1	2,750	2,235	1,800
Computer Science	470	233	2,505	2,359	6.2	2,833	2,550	2,104
Geology & Related Geological Sciences	61	81	2,440	2,472	- 1.3	2,725	2,510	2,000
Mathematics	78	56	2,397	2,124	12.9	2,650	2,450	1,980
Metallurgy (incl. Met. Engrg., Materials Engrg./Sc., & Ceramics)	62	33	2,480	2,417	2.6	2,700	2,471	2,250
	8,913	7,415						

Doctoral Candidates

Engineering								
Chemical	163	81	$3,239	$3,130	3.5%	$3,508	$3,292	$2,950
Civil (incl. Construction, Sanitary, & Transportation Engrg.)	21	13	3,108	2,936	5.9	3,750	3,333	2,200
Electrical (incl. Computer Engrg.)	133	123	3,430	3,200	7.2	3,900	3,500	2,917
Mechanical	43	34	3,199	3,150	1.6	3,667	3,300	2,583
Sciences								
Chemistry	282	214	2,960	2,694	9.9	3,220	2,950	2,775
Mathematics (incl. Operations Research, Statistics, & Actuarial Science)	38	19	2,963	2,585	14.6	3,666	3,063	2,083
Metallurgy (incl. Met. Engrg., Materials Engrg./Sc., & Ceramics)	31	20	3,212	3,072	4.6	3,417	3,275	2,933
Physics	62	68	3,201	2,903	10.3	3,623	3,250	2,583
	773	572						

[1]One year or less of full-time, non-military employment unless otherwise indicated.
[2]Years of previous full-time, non-military employment.

(continued from page 1)

offers. Humanities also recorded a healthy gain—7 percent above last year.

The three business disciplines each received significantly more job offers compared with this time last year. And each reported higher salary averages, with increases ranging from 4 percent to 5 percent. Computer science recorded a major increase in reported job offers, accounting for 68 percent of the offers in the sciences group. A 5.4 percent increase brought the monthly average for this discipline to $2,046.

A comparison of salary offers to men and women reveals no significant differences in the engineering group. Women fared slightly better in some engineering disciplines, while men received higher average offers in others.

In the business, humanities and social sciences, and sciences groups, the average salary offers to women were lower in all cases except agricultural sciences.

At the master's level, the outlook also brightened appreciably as the recruiting year drew to a close. Most graduate programs recorded more offers and higher starting salaries than last year.

The market especially picked up for MBA's. MBA candidates with non-technical undergraduate degrees received a healthy increase in number of offers and a 7.2 percent increase in monthly salary average, bringing the figure to $2,375.

Electrical engineering captured the top dollar figure with an average of $2,584.

The July 1984 report covers the period from September 1, 1983, through June 8, 1984. The data include offers made to students graduating between September 1 and August 31, as reported by the 187 placement offices at the 162 participating colleges and universities. In addition to the 42,393 offers to bachelor's degree candidates, these placement offices reported 6,034 offers to inexperienced master's degree candidates; 2,879 offers to MBA candidates with previous full-time, non-military employment experience; and 773 offers to doctoral candidates.

Salary Survey reports are available only to CPC members and subscribers to the *Salary Survey* package. Additional copies of this report can be obtained for $1.50 each.

Judith O'Flynn Kayser
Manager, Statistical Services

1983-1984 Participating Placement Offices

Akron
Alabama A & M
Arizona
Arizona State
Arkansas-Fayetteville
Auburn

Baylor
Bentley
Boston
Brigham Young
Brown
Bucknell

Calif. Inst. Tech.
California:
- Berkeley
- Los Angeles

Calif. Poly State-San Luis Obispo
California State:
- Chico
- Fresno
- Long Beach
- Sacramento

Calif. State Poly-Pomona
Carnegie-Mellon
Case Western Reserve
Cedar Crest
Chicago - Grad Sch. of Bus.
City Univ. NY:
- Bernard M. Baruch College
- City College
- Hunter College

Clemson
Cleveland State
Colorado
Colorado Mines
Colorado State
Columbia
Columbia - Grad Sch. of Bus.
Connecticut
Cornell

Dartmouth
Delaware
Delaware State
Denver
Detroit
Duke
Duke - Fuqua Sch. of Bus.

Fairleigh Dickinson-Teaneck
Florida A & M

George Washington
Georgia
Georgia Tech
Grambling State
Grove City

Houston

IIT (Ill. Inst. Tech.)
Illinois at Chicago
Illinois - Urbana:
- Engineering
- Commerce, Business

Indiana
IUP - Indiana, PA
Iowa
Iowa State:
- Engineering
- Science, Humanities

Jackson State

Kansas:
- Arts
- Business
- Engineering

Kansas State
Kentucky

Lafayette
Lamar
Lehigh
Lincoln (PA)
Louisiana Tech

Maine-Orono
Mary Washington
MIT (Mass. Inst. Tech.)
MIT - Sloan Management
Mass. - Amherst
Memphis State
Michigan:
- Ann Arbor Engineering
- Ann Arbor - Grad Sch. of Bus.
- Dearborn

Michigan State
Michigan Tech
Minnesota - Sch. of Management
Mississippi
Mississippi State
Missouri:
- Columbia Engineering
- Kansas City
- Rolla
- St. Louis

Montana
Montana State
Morgan State
Mount Holyoke

Nebraska-Lincoln
Nevada-Reno
New Jersey Tech
New Mexico
New Mexico State
NYU - Grad Sch. of Bus.
North Carolina:
- Chapel Hill
- Greensboro

North Carolina A & T State
North Dakota
North Texas State
Northern Arizona
Northwestern
Northwestern:
- Kellogg Grad Sch.

Ohio
Ohio State:
- Administrative
- Arts
- Engineering

Oklahoma
Oklahoma State
Oklahoma State:
- Agriculture
- Engineering

Oregon
Oregon State

Penn
Penn - Wharton Grad Sch.
Penn State
Penn State - Capitol Campus
Pittsburgh
Polytechnic Institute of NY

Portland
Prairie View A & M
Princeton
Purdue

Rensselaer
Rhode Island
Rochester
Rochester - Grad Sch. of Mgmt.
Rutgers:
- Camden Arts, Science
- New Brunswick

San Diego State
San Jose State
Smith
South Carolina State
South Dakota Mines
South Florida
Southern California
Southern Calif. - Grad Bus.
Southern Illinois:
- Carbondale
- Edwardsville

Southern Methodist
Southern Univ. - Baton Rouge
Stanford
Stanford - Grad Sch. of Bus.
SUNY-Buffalo

Temple
Tennessee Knoxville
Tennessee State
Texas A & I
Texas A & M
Texas Tech
Texas:
- Arlington
- Austin Bus. Admin.
- Austin Engineering
- El Paso

Toledo
Tulane

Union
Utah
Utah State

Vanderbilt
Vanderbilt - Owen Grad Sch.
Vassar
Villanova
Virginia
Virginia - Colgate Darden
Virginia State
Virginia Tech

Wake Forest
Wake Forest - Babcock Grad Sch.
Washington
Washington State
Wayne State
West Virginia
Williams
Wisconsin - Madison:
- Agriculture
- Arts
- Business
- Engineering

Worcester Poly.

Yale
Yale - Org. & Mgmt.